

AGREEMENT BETWEEN
CITY OF MANCHESTER
AND
TEAMSTERS UNION LOCAL NO. 633 OF N.H.

Affiliated with the International Brotherhood of Teamsters

July 1, 2015 through June 30, 2016

(Airport Authority)

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PREAMBLE

The purpose and intent of the City of Manchester and the Union entering into this Agreement is to promote orderly and peaceful relations between the City, the Airport Authority and the organized employees in the Bargaining Unit included in the following Agreement to provide on behalf of the citizens of Manchester and the general public approved services in an effective and efficient manner.

ARTICLE I - RECOGNITION

1. DEFINITIONS:

"Department" refers to the Department of Aviation, City of Manchester.

"Management" refers to the Airport Authority and the Airport Director or his/her designee.

"Union" refers to Teamsters Union Local No. 633 of N.H.

"Regular" employee refers to a permanent employee who has completed an initial probation period and is in a budgeted permanent position.

2. EXCLUSIVE REPRESENTATION:

The Department of Aviation recognizes Teamsters Union Local No. 633 of NH, as the sole and exclusive representative of all regular employees in the Bargaining Unit, for the purpose of collective bargaining for salaries, wages, benefits and such working conditions as are covered by this Agreement and which are not excluded from negotiations under RSA 273-A:1,XI.

3. BARGAINING UNIT:

(A) The Bargaining Unit shall include all regular permanent full-time, and regular permanent part-time employees of the Department of Aviation except those excluded in the certification by the PELRB and those excluded under RSA 273-A:2.IX and RSA 273-A:8,II.

(B) The Bargaining Unit shall include Department of Aviation positions as follows: Airport Building Technicians, Airport Maintenance Workers I and II, Airport Operations and Maintenance Specialists, Equipment Mechanic II, Airport Communications/Operations Specialists and Inventory Specialist.

(C) The following positions are excluded from the Bargaining Unit: Accountant II, Accounting Specialist II, Accounting Technician, Administrative Assistant II, Administration Services Manager I, Airport Building Maintenance and Structure Superintendent, Airport Director, Airport Maintenance Superintendent, Airport Operations Superintendent, Assistant Airport Directors, Assistant Airport Maintenance Superintendent, Customer Service Representative I, Equipment Maintenance Superintendent II, Financial Analyst, Inventory Specialist, LAN Administrator and Marketing/Public Relations Specialist, Airport Maintenance Supervisor(s), Airport Security Specialist.

(D) In order to be eligible for fringe benefits provided under this agreement, regular permanent part-time employees must work at least twenty (20) hours per week.

ARTICLE II - NON DISCRIMINATION

Non-Discrimination by the City:

The City and the Department covered by this Agreement agree not to discriminate in any way against employees covered by this Agreement on account of membership in the Union.

Non-Discrimination by the Union:

The Union Officers and members agree not to discriminate in any way against employees who are not members of the Union, or to bar employees from joining or remaining in the Union, except for non-payment of dues.

The City, the Departments covered by this Agreement and the Union agree not to discriminate in any way against employees covered by this Agreement on account of religion, race, creed, color, national origin, sex, age, or physical handicap, except where age or physical condition are bonafide qualifications for employment.

ARTICLE III - MAINTENANCE OF MEMBERSHIP

Each member of the bargaining unit who, on the effective date of this Agreement, is a member of the Union, and each employee who becomes a member of the bargaining unit and the Union after that date, shall continue his/her membership in the Union during the duration of this Agreement; provided, however, that an employee may at his/her discretion, and in writing, withdraw his/her membership from the Union anytime within twenty (20) calendar days prior to the anniversary date thereafter.

The Union shall post notices on departmental bulletin boards thirty (30) calendar days prior to the anniversary date of the contract notifying employees of their right to withdraw from the Union.

Should there be a dispute between an employee and the Union over the matter of an employee's Union membership, the Union agrees to hold the City harmless in any such dispute.

ARTICLE IV - RIGHTS OF EMPLOYEE REPRESENTATIVES

With the exception of processing and resolving grievances, negotiating contracts and discussing immediate safety hazards, the Union will not be allowed to transact any business on Department time. The Department Steward shall be allowed reasonable time for the handling of such grievances, provided such processing of grievances does not disrupt the normal operations of the Department.

The Steward shall ask the supervisor for permission to leave the job to investigate and adjust grievances, and such permission shall be granted without unreasonable delay, provided the job assignment is not of an emergency nature. It is further agreed that this provision shall be limited to periods of regular pay.

ARTICLE V - UNION DUES

Effective on the date of ratification of this Agreement, the Airport Authority agrees to authorize the deduction of Union dues from each bargaining unit member who has signed an

authorization card and to remit same to Teamsters Local No. 633 of New Hampshire on a monthly basis, on or before the twentieth (20th) day of the month.

No employee shall, as a condition of employment, be required to become a member of the Union. The Union agrees that it will not interfere with the rights of any or all non-members employed by the Manchester Airport.

As a condition of employment, and individual who is not a member of the Union shall, beginning with the first pay period following completion of the initial probationary period, have a financial objector fee equal to a percentage determined yearly by the Union auditors deducted from the employee's regular pay checks in lieu of dues to the extent permitted by applicable law. The employer shall pay such objector fee to the Union.

At no time will the City be required to deduct fines or assessments beyond the regular monthly dues or initiation fees. If any bargaining unit member has no check coming to him/her or if his/her check is not large enough to satisfy the dues, then no deduction will be made from that employee.

The Airport Authority shall be held harmless in any dispute arising between the union and the employee for the payment of regular monthly dues and/or initiation fees.

The City agrees to a D.R.I.V.E. check-off for bargaining unit members. Upon written authorization by the employee, the City shall deduct the amount specified by the employee on a weekly basis and shall remit same to the Granite State Teamsters' D.R.I.V.E. account. The employee shall provide written authorization in the form required by law.

ARTICLE VI - MANAGEMENT'S RIGHTS

The direction of Department operations and the determination of the methods and the means by which such operations are to be conducted shall be the function of Management. All rights and responsibilities not specifically modified by this agreement shall remain the function of Management and in accordance with the provisions of RSA 273-A:1, XI.

ARTICLE VII - NO STRIKES OR LOCKOUTS

There shall be no strikes, work stoppages, concerted interference with normal operations, job actions or lockouts during the term of this Agreement.

The Union and its members agree that violation of this Article shall subject those in violation to disciplinary action, up to and including discharge.

Should any group of employees covered by this Agreement engage in a strike or any unlawful form of job action, the Union shall disavow any such unlawful action and shall take all reasonable means to induce such employees to terminate such illegal activity forthwith.

ARTICLE VIII - CONTRACTING AND SUBCONTRACTING OUT

The City recognizes the concern of the Union in regard to contracting or subcontracting work, which results in a reduction of the work force.

If the City or the Department changes its method of operations which involves contracting out work which is now being performed by bargaining unit employees, the City and/or the Department will give notice to the Union of its intention. Furthermore, the City will make every effort to absorb affected employees into other City positions. In those cases where employees are not absorbed into other City positions, the City and/or Department will provide as much advance notice of pending layoffs as reasonably possible.

ARTICLE IX - SENIORITY

There shall be two types of seniority:

- (.) Departmental Seniority.
- (.) Classification Seniority.

Departmental seniority shall be defined as the length of time the employee has been employed within the Department and shall be based on his/her date of hire.

Lay-off and recall from layoff shall be based upon Departmental seniority.

Transfers and promotions shall be based on Departmental Seniority. However, no employee shall displace another employee in any classification based solely on Departmental seniority, unless by virtue of lay-off.

Vacation selection shall be based on Department seniority.

Shift preference shall be based on Classification seniority within each of the four (4) classifications:

- (.) Field Crew – comprised of Airport Operations and Maintenance Specialist.
- (.) Building Maintenance – comprised of Airport Building Technicians and Airport Maintenance Workers I and II.
- (.) Mechanics – comprised of Equipment Mechanics II.
- (.) Communications – comprised of Airport Communications/Operations Specialists.

Employees who transfer or are promoted to another classification shall be placed at the bottom of the new classification seniority list and shall not be placed ahead of any employee then in the classification regardless of his/her Departmental seniority listing. New employees, hired on the same day, shall have their respective seniority determined by the drawing of lots.

Layoff Procedure:

The following shall apply to all bargaining unit employees:

- (.) The Airport Authority shall have the sole right to determine employees to be laid-off within each classification.
- (.) Probationary employees shall be laid-off first.
- (.) Non-certified employees shall be laid-off secondly.
- (.) Regular/Certified employees shall be laid off last by seniority within their classification.

When a recall to work is necessary, each employee shall be recalled within his/her classification by seniority, that is, the most senior employee shall be recalled first within each classification.

Such notice of recall shall be delivered by hand or certified mail, postage prepaid, to the last address given to the employer by the employee.

If the employee fails to respond to such notice within ten (10) calendar days after receipt of such notice, the employer may then go to the next employee, in seniority order, for notice of recall.

Employees shall remain on the recall list for a period of twenty-four (24) months after the effective date of layoff unless:

- (.) Waives recall rights.
- (.) Resigns/Retires.
- (.) Fails to accept recall.
- (.) Fails to report after accepting recall within 14 calendar days after receipt of recall notice.

ARTICLE X - PROMOTIONS AND TRANSFERS

Management reserves and shall have the right to make promotions and transfers for positions included with the Bargaining Unit primarily on the basis of qualifications, ability and the performance of duty, but shall be governed by seniority where equal qualifications, ability and performance of duty, as determined by Management, have been demonstrated.

Bargaining Unit jobs to be filled through promotion shall be posted for a period of seven (7) working days.

Management shall make a determination of the filling of such posted position no later than thirty (30) working days after the close of the posting.

After an award is made of a promotion, the name of the person promoted shall be posted for five (5) working days following said award. Employees may file a grievance within five (5) working days of the date posted, in accordance with the Grievance Procedure.

Wherever possible, promotions shall be made from the ranks of regular employees who are employed by the Manchester Airport Authority.

Employees who are absent during the entire posting period shall be automatically placed on the list for consideration for the position(s); provided, however, that such employees may, at his/her discretion, have his/her name removed from the list within five (5) work days of returning to work.

When a question as to the proper person having been chosen to fill any job arises and it cannot be resolved, it will be settled by using the Grievance Procedure.

Job posting shall include job specifications, rate of pay, job location, the shift, and also if the job is permanent with a permanent rating.

The above procedures shall be followed in all promotions, vacancies and transfers whether temporary or permanent.

ARTICLE XI - WAGE RATES

1. Effective July 1, 2015, the Salary Schedules shall be increased by zero percent (0%).
3. Employees will receive a step increase on their anniversary date of current position. This step increase will be subject to a satisfactory performance evaluation. An incomplete evaluation will be considered a satisfactory performance evaluation. This process may be changed at any time by mutual agreement. Evaluation step increases will stop when an employee reaches Step 13 on the included pay matrix.
4. Outstanding performance evaluation bonus payments will cease, effective on date of ratification.
5. Employee appeals on their annual performance evaluation will be according to the process mutually agreed to by the Union and the City.
6. The longevity waiting periods for employees shall be 5-10-15-20-15-30-35-40 and 45 years of service. An increase of three-percent (3%) will take effect on the employee's anniversary date of employment.
7. Employees being promoted from one grade to a higher grade shall be placed on the lowest step of the new grade, which will provide for a minimum of a ten-percent (10%) increase in salary.
8. Effective July 1, 2000, employees who have attained the requirements for the achievement grade (A-Step) associated with their positions will be placed on the corresponding step on the achievement grade in accordance with mutually agreed provisions which shall be attached as a sidebar letter.

ARTICLE XII - SHIFT DIFFERENTIAL

Effective July 1, 2012 the shift differential for employees at the Manchester Airport Authority shall be ten percent (10.0%).

Further, effective on the date of ratification, employees who are assigned to the day shift shall receive the shift differential for all additional hours worked, whenever they work four (4) hours or more, before or after, but not during their normal day shift hours.

ARTICLE XIII - DISCIPLINARY ACTION

The right of Management to discharge, suspend, or otherwise discipline in a fair and impartial manner is hereby acknowledged.

Written notice of an intent to discipline an employee shall be given to the employee and the Steward within five (5) working days after Management has knowledge of the alleged infraction.

The normal progression of discipline shall be:

- (.) Verbal warning.
- (.) Written warning.

- (.) Suspension.
- (.) Discharge.

Disciplinary action involving serious offenses need not proceed through the normal progression as listed above.

All disciplinary action taken against an employee, shall, upon request of the Union, be subject to the Grievance Procedure.

With the exception of sick leave use warnings (Art. XXX), verbal warnings/reprimands and written warnings/reprimands shall be removed from the employee's personnel file twenty-four (24) months after the date of the warning/reprimand, provided there are no similar infractions committed in the intervening period. Letters of suspension shall remain in the employee's permanent record.

ARTICLE XIV - GRIEVANCE PROCEDURE

Definitions:

A grievance is defined as a claim or dispute arising out of the application or interpretation of this agreement, under express provisions of this Agreement, and shall be processed in the following manner:

The Union and Management must resort to the use of the Grievance Procedure established herein; provided, however, that this shall not be construed as requiring the Union Steward to process a grievance which he/she considers to have insufficient or no merit.

Procedure:

A. Step I - Informal Level

Prior to the institution of any formal grievance, an employee must attempt to resolve the matter with his/her supervisor. Any adjustment reached at this informal level without the presence of a designated representative of the Union, shall not establish a precedent on either party.

B. Step II - Formal Grievance

Absent resolution at the informal Step I level, the grievant, with the assistance of his/her Shop Steward, must place the grievance in writing within five (5) working days of the occurrence giving rise to the grievance. Such grievance must be filed with the Airport Director or his/her designee, in detail, on grievance forms provided by the Union. Upon receipt of said grievance by the Airport Director or his/her designee, a meeting shall be called within five (5) working days between the grievant, the Shop Steward, the Airport Director and his/her designee and the Union Representative of Teamsters Local No. 633.

Subsequent to the above-mentioned meeting, the Airport Director or his/her designee must respond, in writing, as to the disposition of the grievance, within five (5) working days. Such response shall be given to the Shop Steward and copied to the Local Union.

If the resolution of the grievance is not reached by the parties, a pre-arbitration meeting shall be scheduled within five (5) days of receipt of the Step II response, by mutual agreement of the parties. The purpose of the meeting is to determine if the grievance can be resolved without arbitration.

C. Step III - Pre-Arbitration

The pre-arbitration panel shall consist of the City's Chief Negotiator, the Airport Director and/or his/her designee, the Union's Business Officer and/or his designee, the Shop Steward, and the grievant. A written response to the Union relative to the disposition of the grievance heard at pre-arbitration shall be rendered five (5) working days from the date of such pre-arbitration meeting. Failure to reach resolution at pre-arbitration shall, upon request of either party, allow for the grievance to proceed to arbitration. Either party may submit a written demand for arbitration, with a copy to the other party, to a mutually agreed - upon neutral dispute resolution agency under its rules or failing agreement, to the American Arbitration Association.

D. Step IV - Arbitration

The Arbitrator shall schedule the arbitration hearing at a time and place mutually agreeable to the parties. The Arbitrator shall have no authority to hold a hearing on more than one grievance at any hearing unless the parties mutually agree to the submission of multiple grievances to one arbitrator.

The Arbitrator shall not have the power to alter, add to, or subtract from the terms of the Agreement. The Arbitrator shall have the flexibility to fashion a remedy to fit the violation, but his/her decision shall not go beyond what is necessary for the interpretation and application of the express provisions of the Agreement. The Arbitrator shall not substitute his/her judgment for that of the parties in the exercise of rights granted or retained under this Agreement. The Arbitrator shall have no authority to render a decision which required the payment of retroactive wages or adjustments which extend prior to the date of the occurrence giving rise to the grievance. The decision of the Arbitrator shall be final and binding upon the parties as to the matter in dispute.

The party submitting a grievance to arbitration shall pay the total administration fee for the processing of such grievance. Each party shall make arrangements to pay the expenses of witnesses who are called by them. The expenses of the arbitrator shall be shared equally by the parties. The parties agree that the party who requests a postponement of any arbitration hearing shall be obligated to pay any related postponement costs or fees.

E. Miscellaneous

Failure of the grievant and/or the Union to abide by the time limits set forth in this Article shall result in the grievance being dismissed without action being taken with respect to such grievance.

Failure at any level of the grievance procedure of "management" to render a decision within the specified time limits shall permit the grievance to proceed to the next level.

It is agreed that the time limits above may be extended by mutual, written agreement between the Airport Director and/or his/her designee and the Shop Steward and/or Local Union Representative.

The Airport Director and/or his/her designee may initiate a grievance against any bargaining unit member or the Union under the terms of this Article, by specifying to the Union, in writing, the specific name(s), date(s), alleged violation(s) or misapplication(s) and the provision(s) of this Agreement involved. Such a grievance shall be commenced at Step III. If such a grievance is not filed within ten (10) working days of the date(s) of the alleged violation(s) or misapplication(s), then the grievance will be considered waived.

ARTICLE XV - WORKDAY/WORKWEEK

The normal workweek shall run in five consecutive days, Sunday through Saturday, with two consecutive days off.

There shall be three shifts on the Airfield in each normal workday:

- a. Day Shift (1st Shift) 7:30 AM to 4:00 PM with a one-half (1/2) hour unpaid lunch.
- b. Evening Shift (2nd Shift) 3:30 PM to 12:00 midnight with a one - half (1/2) hour unpaid lunch.
- c. Night Shift (3rd Shift) 11:30 PM to 8:00 AM with a one-half (1/2) hour unpaid lunch.

The normal Building Maintenance Employee schedule shall be as follows:

BUILDING	----	----	06:30	06:30	06:30	06:30	06:30
TECH	----	----	15:00	15:00	15:00	15:00	15:00
BUILDING	09:30	09:30	09:30	09:30	09:30	----	----
TECH	18:00	18:00	18:00	18:00	18:00	----	----
MAINT 1	----	04:00	04:00	04:00	04:00	04:00	----
#1	----	12:30	12:30	12:30	12:30	12:30	----
MAINT 1	----	12:00	12:00	12:00	12:00	12:00	----
#2	----	20:30	20:30	20:30	20:30	20:30	----

MAINT 1	07:30	07:30	07:30	07:30	07:30	----	----
#3	16:00	16:00	16:00	16:00	16:00	----	----

MAINT 1	----	----	07:30	07:30	07:30	07:30	07:30
#4	----	----	16:00	16:00	16:00	16:00	16:00

MAINT 2	----	09:30	09:30	09:30	09:30	09:30	----
	----	18:00	18:00	18:00	18:00	18:00	----

Dispatcher Schedule: Eight (8) hour shifts:

First Shift: *Midnight to 8:00 a.m.*
Sunday through Thursday
Tuesday through Saturday

Second Shift: *8:00 a.m. to 4:00 p.m.*
Sunday through Thursday
Tuesday through Saturday

Third Shift: *4:00 p.m. to Midnight*
Sunday through Thursday
Tuesday through Saturday

BREAK PERIODS

The present practice with respect to break periods at the Manchester Airport Authority shall be continued. That is, each employee shall be entitled to two (2) fifteen (15) minute break periods within the eight (8) hour shift.

LUNCH PERIODS

With the exception of dispatchers, employees shall receive a one-half hour unpaid lunch and two (2) fifteen (15) minute paid breaks in the regular workday.

In the event the employees are unable to receive their one-half hour lunch period or two (2) fifteen (15) minute breaks due to snow emergencies, or other emergencies such as breakdown of equipment, power failures, or Acts of God, such lunch period shall be considered as time worked and, as such, shall be compensated at the appropriate rate.

WORK BEYOND REGULAR SHIFT

When an employee is required to work beyond his regular shift, he shall be entitled to one (1) fifteen (15) minute paid break, subject to the operational needs of the airport.

Those employees required to work four (4) hours beyond the completion of their regular shift shall be entitled to a one half (1/2) hour paid lunch period at the completion of four (4) hours overtime, subject to the operational needs of the airport.

Those employees who work in excess of twelve (12) hours shall be entitled to a second fifteen (15) minute paid break at the completion of fourteen (14) consecutive hours, subject to the operational needs of the airport.

Those employees who work in excess of sixteen (16) consecutive hours shall receive an additional one half (1/2) hour paid lunch, subject to the operational needs of the airport.

Dispatchers who are required to work beyond the end of their eight (8) hour shifts shall receive an additional fifteen (15) minute paid a break, at the completion of each two (2) hours of overtime provided the dispatcher is required to continue to work beyond the two (2) hour period of scheduled or assigned overtime.

Any employee who does not receive his paid breaks or lunch periods as a result of the operational needs of the airport shall be compensated for same at the applicable rate of pay, in addition to his hours worked.

The schedules for land-side employees shall be five (5) consecutive days on the shift they bid for. Such schedule shall remain unchanged subsequent to semi-annual shift bidding unless the Union receives a two (2) week written notice to the intent to change the shift start times. The two (2) week notice may be waived in cases of emergencies or special projects of an unforeseen nature in which case the Union will be notified as soon as possible.

ARTICLE XVI - SHIFT PREFERENCE

Shift preference shall be applicable to all regular/certified employees, and shall be bid semi-annually by seniority within each classification, in April and November of each year.

New employees hired by the City may be assigned to any shift for their certification period but shall not be assigned to the shift for a period of more than nine (9) months for certification purpose, unless agreeable to by both Management and the Union.

Upon certification, all new employees shall be assigned to either the evening shift or the night shift in their respective classifications, if more senior employees desire the day shift.

Shift complements shall be determined by Management.

ARTICLE XVII - OVERTIME

All hours worked in excess of eight (8) hours per day shall be paid at the rate of time and one-half.

All hours worked in excess of forty (40) hours per week shall be paid at the rate of time and one-half.

Employees shall be paid double time for all hours worked in excess of sixteen (16) consecutive hours as the result of snow or other emergencies as determined by the Airport Director.

When the employee is relieved from duty during emergencies prior to the completion of his/her regular shift, the employee shall be compensated at one and one-half times his/her regular rate upon recall to work in advance of his next regular shift.

Paid holidays, vacation time, personal days, and sick time taken during the workweek shall not count in the computation of the determination of the forty-hour-week.

Effect of holidays, vacation time, sick time and personal days on work week. When a holiday, vacation time, sick time or personal day is observed during any employee's work week, such time will have the effect of reducing the work week by each hour or each day observed for the purpose of complying with the overtime provisions for payment at the overtime rate for work performed beyond the normal work week.

Compensation for work performed on holidays, employees who are required to perform work or to render services on one of the holidays shall be compensated therefore as follows:

Any employee in this labor and trades group shall receive their regular pay for the holiday plus payment at time and one-half their regular rate of pay for all hours worked on a holiday.

Forfeiture of holiday pay. Any employee shall forfeit his right to payment for any holiday if he has an unexcused absence on the last regular work day preceding such holiday or on the next regular work day following such holiday.

Any person who has left their place of employment and is recalled to work prior to the next normal shift will be paid for a minimum of three (3) hours at the rate of time and one-half; provided, further, that an employee who is called back for overtime or emergency work and who completes the required task and returns to his/her residence within the three (3) hour minimum guarantee may be called back for additional emergency or overtime without an additional three (3) hours minimum work guarantee. It is the purpose and intent of this section to assure an employee of at least three (3) hours of pay at over-time rates for the inconvenience of being called back to work between the normal shifts, but not to be separately paid for several callbacks within the three (3) hour minimum guarantee period.

Any employee who is called in immediately prior to the start of his/her normal shift shall receive such time at the overtime rate, but is excluded from the three (3) hour minimum guarantee outlined in the previous subsection of this section.

Management may schedule employees to start their next day's shift at a time earlier than the regular time without extra compensation under the call-back provision of this section, provided such change in schedule is made prior to the completion of the shift the preceding day.

No temporary or seasonal employees shall be assigned to overtime work normally performed by regular employees until all regular employees; in the classification which customarily performs the work have had the opportunity for such assignment. During winter operations and other emergencies, temporary and seasonal employees may work over overtime as long as regular employees are provided with the first opportunities for the hours.

Overtime work which is scheduled in advance or which requires employees to be called in for unscheduled work shall be assigned first, on a rotating basis, among all qualified employees, by seniority, within the classification.

If the required overtime demands an additional number of employees be assigned then such assignment shall be made by seniority amongst the qualified employees within the classification.

If Management is unable to staff due to lack of qualified volunteers within a classification, then the least senior qualified employee within that classification shall be required to work, unless he has a valid excuse, acceptable to the employer, in which case the next least senior qualified employee shall be required to work.

Overtime work required beyond the employee's regular shift shall first be offered to the employee/employees then performing the specific function giving rise to the need for such overtime. Should the employee/employees performing the job decline the overtime it shall be offered to the most senior qualified employee/employees within the classification on that shift. If no qualified employee on that shift will accept the overtime then the least senior qualified employee on that shift shall be required to work, unless he has a valid excuse acceptable to the employer, in which case the next least senior qualified employee shall be required to work.

Management shall give as much advance notice as possible in the notification of scheduled overtime.

ARTICLE XVIII - EMERGENCY WORK

The responsibility of employees to make themselves available during periods of emergency is hereby recognized.

When an employee responds to an emergency situation and, as a result of hours worked and/or physical exhaustion, such employee is relieved from working his/her normal work schedule, and said employee is subsequently scheduled to work on his/her normal day off, such work shall be paid for at the applicable overtime rate.

If an employee is called in to work due to an emergency situation, while on vacation, such employee shall be compensated at the rate of time and one-half for all hours worked. Employees who are on vacation and are unavailable or cannot be contacted by the Employer shall not be disciplined for failure to respond to an emergency.

Deliberate refusal to respond to such emergency situations without justification may result in disciplinary action.

If an employee responds to the emergency situation while on vacation, he/she shall receive an equal amount of days or days worked, while on vacation at a subsequent date, mutually agreeable to the employee and Management. (Such time shall be unpaid.)

Such "Comp-Time" shall be taken within the same calendar year in which the emergency condition occurred.

ARTICLE XIX - PLUS RATES

In any case when an employee is qualified for and is temporarily required to serve regularly in and accept the responsibility for work in a higher class of position, such employee shall receive the entrance rate of that class or one rate step above his present rate, whichever is higher, while so assigned, subject to the approval of the personnel director or personnel committee. Such temporary assignment to a higher class of positions, to qualify for the higher rate of pay, shall be regular and continuous in character for at least one workday. An employee may be temporarily assigned to the work of any position of the same or lower class grade without change in pay. In those cases when an hourly rated employee is assigned to temporarily serve in a higher level salaried position then such hourly rated employees shall be granted a plus rate in accordance with this section if the assignment is for one full work day or longer.

ARTICLE XX - HOSPITAL/MEDICAL COVERAGE

1. Effective July 1, 2012, bargaining unit members will have the option to enroll in the BlueChoice New England POS Plan on a voluntary basis in which case the City will pay eighty-seven and one-half percent (87.5%) of the single, two-person or family premium or in the Access Blue New England Plan, in which case the City will pay up to eighty-seven and one-half percent (87.5%) of the single, two-person or family premium.

Effective July 2, 2013, the City will pay 85% of the premium for the Blue Choice New England POS Plan or the Access Blue New England Plan.

The following co-pays will apply to both the BlueChoice New England POS Plan and the Access Blue New England Plan:

- Office Visit - \$20.00
- Specialist Visit - \$20.00
- Chiropractic - \$20.00
- Emergency room visit - \$150.00
- Inpatient care, Outpatient surgery, skilled nursing or rehab facility - \$100/\$200 co-pay (single/2 person or family)
- Prescriptions other than mail order (one month supply) - \$10/\$30/\$50 (Generic, Preferred, Premium)
- Mail order prescriptions (three month supply) \$20/\$60/\$100 (Generic, Preferred, Premium)

2. Bargaining unit members hired on or after ratification who are eligible for Health Insurance the City shall pay 80% of the premium. The BlueChoice New England POS Plan and the Access Blue New England Plan will have increased co-pays \$250/\$500 (single/2 person or family) for inpatient care, outpatient surgery, skilled nursing and rehab facilities.

3) The City may offer a high deductible health insurance plan accompanied by the establishment of a Health Savings Account (HAS) for each enrolled bargaining unit member with a present contribution of \$1,500.00 for an individual and \$3,000.00 for a two person or a family plan. The City retains the right to set the annual City contribution and shall each year

prior to the open enrollment period disclose any changes to high deductible benefit plan and/or its contribution to the HAS or continuation of the HAS in the following fiscal year. Effective July 1, 2012 for Bargaining unit members availing themselves of this option the City shall pay 87.5% of the premium. Effective July 1, 2013 the City shall Pay 85% of the premium. Bargaining unit members will be charged on the basis of a single, two person, or family plan irrespective of the single, two person or family plan designation in the plan itself.

4. To a bargaining unit member who elects not to receive coverage under any City health insurance plan the City shall pay \$4,000.00 annually in lieu of health insurance coverage. The City shall make said payment in two equal payments of \$2,000.00. The first payment, in arrears, will be made in January/February and the second payment, in arrears, will be made in July/August. Bargaining unit members who encounter a qualifying event so as to make them eligible for enrollment in the City's health insurance plans during either six month period will receive a pro rata amount based on the next \$2,000.00 payment. Bargaining unit members will be able to enroll in the City health plans notwithstanding a qualifying event in the annual open enrollment period.

5. Effective July 1, 2003 all employees shall be required to pay the employee share of the health and dental insurance premiums as specified in the collective bargaining agreement.

6. It is agreed by all parties concerned the City reserves and shall have the right to change insurance carriers provided that there is no significant decrease in overall benefits.

7. Effective July 1, 1999 or date of ratification whichever occurs later, bargaining unit members who enroll in the Northeast Delta Dental Plan, Coverage C will have eighty-five percent (85%) of the premium paid by the City. The entire premium will be paid for bargaining unit members whose spouse also works for the City.

Effective July 1, 2003, the total yearly maximum will be increased to \$1,500.00.

8. The provisions of this Article (XX) which have been changed (as shown in italics) will lapse on June 30, 2004 if any other union, with an agreement that expired on June 30, 2002 and which participated in the Collaborative Bargaining, receives health/dental benefit changes which are better than the changes contained in this Agreement. In such case, such better benefit changes will apply to the bargaining unit members, under the same terms and conditions, effective July 1, 2004 and they will continue until different benefits are negotiated and agreed.

ARTICLE XXI - LIFE INSURANCE

Effective on July 1, 1999, the Survivor Benefit will be \$10,000 for members of the Bargaining Unit covered by this Agreement. The City will establish a fund to provide for the payment of \$10,000 to the named beneficiary or estate of any member of the bargaining unit who dies from any cause while employed by the City of Manchester or who dies within sixty (60) calendar days of separation from service with the City because of retirement, disability, retirement or resignation due to health reasons. Such benefit of \$10,000 shall be payable in a lump sum. There shall be no right to benefits under this provision of this Agreement beyond the sixty (60) calendar day period as above described.

Effective September 1, 1999, or date of ratification, whichever is later, the City will provide for a Life Insurance fund to provide for the payment of a death benefit of an amount equal to the employee's last yearly base pay, but not to exceed \$50,000.00 to the named beneficiary or estate of any member of the Bargaining Unit who dies from any cause while employed by the City or within sixty (60) calendar days after retirement or resignation for health reasons.

The City reserves the right to obtain insurance coverage for the above amounts, and reserves the sole right to select such insurance carrier.

ARTICLE XXII - EDUCATION INCENTIVE REIMBURSEMENT

1. The City agrees to provide reimbursement to employees who complete approved courses relating to their current responsibilities or as part of an approved career development program based upon the following standards: Payment of seventy-five percent (75%) of the cost of such courses, but not to exceed \$1050.00 per employee in a fiscal year and not to exceed the total budgeted amount per fiscal year of \$3000.00 for this program. Effective on the date of ratification, the total amount shall increase to \$6,000.00 per fiscal year.

2. Courses must be approved in advance by the Airport Director or his/her designee as meeting the requirement that the course is related to the employee's job or is part of a career development program. Approval must be obtained through the Personnel Department of payment of the course. A procedure will be established to effectuate these payments.

3. Once a course has been approved as meeting the requirement an advance will be made to the employee of one-half (1/2) of the authorized seventy-five percent (75%) of the cost of the course tuition and books. The remainder of the course reimbursement will be paid to the employee upon presentation of a certificate of satisfactory completion of the course.

4. Approval for courses will be considered on the basis of relevancy of the course, number of employees applying and funds available.

5. If a course is paid for in whole or in part through a Federal or State program then the City will not reimburse for such amount, it being the intent of this section to eliminate double payment of any course.

6. Commercial Drivers Licenses (CDL)

Effective on date of ratification of this Agreement, the Manchester Airport Authority or the City of Manchester, N.H. shall pay for all Commercial Drivers Licenses (CDL) as required of the employees of the Manchester Airport Authority.

ARTICLE XXIII - LEAVE OF ABSENCE

1. In addition to other leaves authorized by this Agreement, the Airport Director or his/her designee, with the approval of the mayor, may authorize an employee to be absent without pay for personal reasons for a period or periods not to exceed then (10) work days in a calendar year.

2. The board of mayor and aldermen may authorize special leaves of absence with or without pay for any period or periods not exceed one calendar year for the following purposes: Attendance at college, university or business school for the purpose of training in subjects relating to the work of the employee and which will benefit the employee and the Aviation Department, urgent personal business requiring the employee's attention for an extended period, such as settling estates, liquidating a business, serving on a jury and attending court as a witness, and for purposes other than the above that are deemed beneficial to the city service.

ARTICLE XXIV - MILITARY LEAVE

Shall be governed by applicable State and Federal law.

ARTICLE XXV - MATERNITY LEAVE

Maternity leave shall be governed by applicable law.

ARTICLE XXVI - BEREAVEMENT LEAVE

Bereavement Leave of five (5) working days with pay between the date of death and the date of the funeral, inclusive, shall be granted to a permanent full-time employee who works at least half-time in the event of the death of his/her:

Spouse	Sister
Father	Brother
Mother	Child
Father-in-Law	Mother-in-Law
Daughter-in-Law	Son-in-Law

or a blood relative or ward residing in the same household.

Permanent part-time employees who are normally scheduled to work twenty (20) hours per week or more shall be eligible for bereavement leave on the same basis as permanent full-time employees.

Under extenuating circumstances, two (2) additional days with pay may be granted under Section 1, with the written approval of the Aviation Director or his/her designee; such days to be charged to the employee's accrued sick leave.

At the request of the employee, a Special Leave of one (1) working day with pay, for the purpose of attending the funeral, shall be granted an employee in the event of the death of his/her:

Grandmother	Sister-in-Law	Brother-in-Law
Grandfather	Aunt	Great Grandparents
Grandchild	Uncle	

Ex-spouse (provided there are minor children at the time of the death.) (of employee only)

Under no circumstances shall bereavement leave be paid on an overtime basis.

ARTICLE XXVII - JURY DUTY

Any bargaining unit member who is called for jury duty shall notify the Airport Director or his/her designee within five (5) workdays after being summoned to appear for jury duty. Notification to the Airport Director or his/her designee must be made in advance of the jury duty assignment with supporting documentation. Upon proper notification, the employee called will be paid the difference between the fee received for jury duty and the amount of straight time earning lost by reason of the jury duty. Satisfactory evidence of actual jury duty must be submitted to the Airport Director or his/her designee.

Bargaining unit members who are excused from jury duty for a day or days shall be responsible to report to their assignment. Employees, serving as jurors in the courts of Rockingham, Merrimack or Hillsborough Counties shall, if there are more than two (2) hours remaining in the normal work day, be responsible to report to their work site as soon as possible after being released. Failure to report will disqualify the employee from the City's Jury Duty Leave payment. In this case, the employee will retain the daily stipend paid by the Court in which the employee serves as a juror.

ARTICLE XXVIII - HOLIDAYS

Permanent full-time employees and permanent part-time employees who are normally scheduled to work twenty (20) hours per week or more shall receive their regular compensation for the following named holidays:

New Year's Day	Columbus Day
Martin Luther King Day	Biennial Election Day
President's Day	Veteran's Day
Memorial Day	Thanksgiving Day
Fourth of July	Christmas Day
Labor Day	

If a holiday falls on a Sunday and is celebrated on the following Monday or if a holiday falls on a Saturday and is celebrated on the previous Friday, all eligible employees will be paid for that day.

Any employee shall forfeit his/her right to payment of any holiday if he/she has an unexcused absence on the last day preceding such holiday (or the alternative day under section 2, above) or the next regular work day following such holiday (or such alternative day).

Eligible employees who are required to work on a holiday (or the alternative day under section 2, above) shall be paid in accordance with Article XVII, Overtime.

A holiday that falls on an eligible employee's regular day off (Monday or Friday) may be observed the following or preceding regular work day (Tuesday or Thursday). The change is not available to eligible employees that work on the holiday and receives an overtime rate of pay.

ARTICLE XXIX - VACATIONS

Effective July 1, 2012 all bargaining unit members shall be entitled to vacation leave with pay in accordance with the following schedule:

- a. Accrual rate for two (2) calendar weeks begins on date of hire.
- b. Accrual rate for three (3) calendar weeks begins at the beginning of six (6) years of continuous service.
- c. Accrual rate for four (4) calendar weeks begins at the beginning of fifteen (15) years of continuous service.
- d. Accrual rate of six (6) calendar weeks begins at the beginning of twenty (20) years of continuous service.

Vacation credits shall accrue during the first six (6) working months of employment, but an employee shall not be eligible to use such vacation credits until the successful completion of his/her six (6) month probationary period. If an employee leaves or is terminated for any cause during his/her probationary period, he/she shall not have earned any vacation credits and shall not be eligible for payment for any vacation credits. Employees who are initially employed in a full-time temporary status and who are subsequently appointed to a permanent status, without break in service, as determined by the Personnel Department, shall be allowed credit for the time served in temporary status towards accrual of vacation benefits.

Vacation pay shall be based upon the employee's regular daily rate of pay. Upon termination, permanent employees shall be paid for all unused vacation time, to a maximum of fifty (50) days, based upon their then current rate of pay.

No employees shall be permitted to accrue in excess of one and one-half (1-1/2) times his/her annual vacation; i.e. employees who earn ten (10) days of vacation per year shall have not more than fifteen (15) days earned vacation to their credit at any one time.

Maximum vacation accrual. Effective July 1, 2012 no employee shall be permitted to accrue in excess of two (2) times his/her annual earned vacation time, i.e. employees who earn ten (10) days of vacation per year shall have no more than twenty (20) days earned vacation to his/her credit at any time; employees who earn fifteen (15) days of vacation per year shall have no more than thirty (30) days earned vacation to his/her credit at any time; employees who earn twenty (20) days of vacation per year shall have no more than forty (40) days earned vacation to his/her credit at any time; employees who earn twenty five (25) days of vacation per year shall have no more than fifty (50) days earned vacation to his/her credit at any time. In no event shall an employee be allowed to accrue no more than fifty (50) days of vacation time.

Absence on account of sickness, injury or disability in excess of leave authorized in other articles may, at the request of the employee and within the discretion of the Airport Director or his/her designee, be charged against earned vacation leave allowance.

Vacation schedules shall be posted by Management in January of each year and vacation selections shall be completed by March 1st of each year.

Upon completion of the vacation schedule, the list will be reviewed by the Airport Director and the Union Steward for approval.

The right to take vacation shall not be unreasonably withheld, however, Management shall determine the number of employees allowed to take vacation in any one (1) week. Employees shall be allowed to select one (1) week of paid vacation in not less than single day increments. Those employees wishing to designate one (1) week vacation as described above shall indicate that desire annually in January. Notice of a desire to take a single day of vacation shall be given not less than five (5) working days in advance of the date to be taken off. Not more than one (1) single day shall be utilized in any workweek. Management shall not unreasonably withhold the request for single days of vacation and the denial of such requests shall be based solely on the operational needs of the department.

ARTICLE XXX - SICK LEAVE ACCRUAL AND PAYMENT

All employees of the Department of Aviation who have satisfactorily completed six (6) months of continuous employment shall be entitled to paid sick leave which shall accrue at the rate of one and one-quarter (1-1/4) work days with pay for each completed month of service. Accrual shall include the probationary period. Unused sick leave may be accumulated up to a maximum of one hundred and five (105) workdays. Effective July 1, 1999 or date of ratification, whichever is later, the maximum sick leave accrual shall be one hundred twenty days (120) days.

Any employee eligible for sick leave with pay may use such sick leave, for absence due to his or her illness, injury; the illness or injury of a spouse, child or other blood relative or ward residing in the same household when FMLA leave is approved; or for the exposure to contagious disease.

Employees shall be required to substantiate sick leave in excess of three (3) days with a letter from a qualified physician or any other excuse acceptable to the Employer. In case of chronic absenteeism or if the Airport Director has reason to believe that an employee is abusing his/her sick leave, he shall give a written warning. If the abuse continues, the Airport Director may request a doctor's certificate for each period of illness.

If, after a written warning has been issued, there is a substantial improvement in the employee's sick leave record for twelve (12) months, the written warning shall be removed from the employee's record.

When a member of the Bargaining Unit terminates his/her employment with the City of Manchester due to death, paid retirement or duty disability retirement all accrued sick leave up to a maximum of eighty days (sixteen weeks) shall be payable to the employee or the designated beneficiary.

Effective upon the date of ratification of this Agreement, such payment for accrued sick leave shall not exceed eighty (80) days of regular pay plus payment of one-quarter of the balance of the days accrued over eighty (80) but not more than one hundred twenty (120) days of accrued sick leave at their regular pay; provided however, employees hired after the date of ratification

shall be limited to payment for accrued sick leave not to exceed sixty (60) days, plus payment of one-quarter of the balance over sixty (60) days, but not more than one hundred twenty (120) days.

ARTICLE XXXI - SICK LEAVE BANK

Bargaining unit members shall be eligible to participate in the City's Non-Affiliated Sick Leave Bank under its rules and regulations. Decisions of the Non-Affiliated Sick Leave Bank shall not be grievable.

ARTICLE XXXII - SAFETY

The Department shall have the right to make regulations for the safety and health of its employees during their hours of employment. Representatives of the Department and the Union may meet once in ninety (90) days at the request of either party, to discuss such regulations. The Union agrees that its members who are employees of the Department will comply with the Department's rules and regulations relating to safety.

The Bargaining Unit members agree to exercise proper care and to be responsible for all department property issued or entrusted to them during their working hours.

Initial personal protective equipment shall be provided to an individual as required to perform those duties specific to each job classification. No employee shall be required to wear the personal safety or protective equipment of another employee, i.e., boots, chaps, helmets, safety glasses or personal hearing equipment.

Personnel classified as; Airport Building Technicians, Airport Maintenance Workers I and II, Airport Operations and Maintenance Specialists, Equipment Mechanic II, and Inventory Specialist are required to maintain the safety equipment utilizing their allotted tool allowance. The equipment must be maintained in satisfactory condition or replaced in sufficient quantities. Personnel safety equipment may be verified annually.

Airport Maintenance Workers I and II, Airport Operations and Maintenance Specialists must maintain the following minimum safety equipment:

- Forestry Helmet System – Steel face screen and hearing protectors (STIHL #886-0100 or approved equal)
- Hard Hat System – P.E.T.G. Clear face shield and hearing protectors (STIHL #884-0175 or approved equal)
- Respirator – (Paper) Non-Mechanical
- Chainsaw Chaps
- Hand Protection – Normal Gloves
- Hearing Protection – Over the Ears
- Eye Protection – Safety Glasses
- Eye Protection – Safety Goggles

- Foot Protection – Rubber Boots

Airport Building Technicians, Equipment Mechanic II, and Inventory Specialist must maintain the following minimum safety equipment:

- Hard Hat System – P.E.T.G. Clear face shield and hearing protectors (STIHL #884-0175 or approved equal)
- Respirator – (Paper) Non-Mechanical
- Hand Protection – Normal Gloves
- Hearing Protection – Over the Ears
- Eye Protection – Safety Glasses
- Eye Protection – Safety Goggles
- Foot Protection – Rubber Boots

When safe storage space is provided by the Department, employees shall be responsible for replacing articles issued to them.

Management agrees to furnish high visibility rain gear for all employees for whom such issue is necessary. Management may furnish gloves, special clothing, safety vests and safety helmets as needed for the health and safety of its employees. The employees agree to exercise due care in the use of such items. All replacements of previous issue shall be made only when an article is turned in or exchanged for the one issued.

The parties agree that there shall be a jointly-staffed safety committee comprised of a minimum of two (2) members of management and two (2) members of the Union. The committee shall be comprised of an equal number of Union and management representatives.

The Union Business Agent shall appoint the Union representatives to the safety committee.

The Airport Director or Designee shall appoint the Manchester Airport representatives to the committee.

The committee shall meet not less than quarterly at the Manchester Airport, or at a site mutually agreeable to the parties.

The committee shall be “advisory only” and, as such, shall not have the right or ability to change or modify any language contained in the collective bargaining agreement.

Effective on the date of ratification of this Agreement, the City agrees to provide one pair of prescription safety glasses in each calendar year to all employees covered by this collective bargaining agreement. Each employee shall be reimbursed up to \$350 towards the total cost of such prescription safety glasses upon receipt of purchase documentation.

The City is not obligated to replace or repair lost, stolen or broken prescription safety glasses

ARTICLE XXXIII – BULLETIN BOARD

Space shall be provided by Management for the posting of official Union notices.

No Union notice shall be posted on the City's property other than on such space provided for the posting of such Union notices.

The Union agrees not to post any notice that is derogatory in nature. The Union will provide a copy of all notices to be posted to Management prior to posting.

ARTICLE XXXIV – STABILITY OF AGREEMENT

Should any article, section, or portion thereof, of this Agreement be declared invalid because it is in conflict with a Federal or State Law or Regulation or be held to be unenforceable by any court of competent jurisdiction, such determination shall apply only to the specific article, sections, or portion thereof, specified in the decision.

The parties to this Agreement agree to meet to negotiate only on the specific article or section, or portion thereof, which has been declared invalid or unenforceable, but neither party is required to make any concession in order to reach agreement on the specific article or section in question.

ARTICLE XXXV – UNIFORMS

1. The Department will continue to supply uniforms, etc. as it has in the past (\$50.00 safety shoe replacement); provided, however, effective as soon as practicable after the expiration of the current contract with the uniform provider, the Department agrees to provide and clean the official uniforms, which employees will wear. Personnel supplied uniforms shall be responsible to maintain all garments in a condition suitable for use. Those individuals issued may be obligated to cover any charges incurred for lost garments or garments that are unaccounted for upon termination of employment, or termination of the uniform contract.

2. Effective on July 1, 2007, the boot allowance will be increased to \$150.00 per fiscal year, upon presentation of receipts for replacement safety shoes. Work boots or safety shoes must extend above and protect the ankle area, sneakers are not approved.

3. Tool Allowance – Effective on the date of ratification, the Department will reimburse bargaining unit members, excluding the positions of Airport Dispatcher, up to four hundred dollars (\$400.00) per fiscal year upon presentation of receipts, for pre-approved tools, including power tools and required safety equipment that will be utilized in the performance of the job.

Due to the nature of the position, Airport Dispatchers are not eligible for tool allowances, safety boot allowances and/or prescription safety glasses.

The position of Inventory Specialist requires fewer tools and personal protective equipment, therefore, the allowance for this position is \$200.00 per year. The Inventory Specialist is eligible for prescription safety glasses reimbursement of up to \$350.00 per year.

Further, effective on the date of ratification, the Department will reimburse bargaining unit members, in an aggregate amount, not to exceed five thousand dollars (\$5,000.00) per fiscal year, for special pre-approved tools which will belong to and remain in the Airport.

APPEARANCE XXXVI

Employees are required to report for duty in clean and complete airport provided uniforms.

Employees who select to grow facial hair must maintain a professional appearance. Facial hair will be trimmed and well groomed.

Compensation Time XXXVII

The following outlines the procedures to be followed in establishing a comp time program for Airport Operations, Building Maintenance and Dispatch personnel.

- The accrual and use of comp time is voluntary and not required to be used in lieu of regular overtime.
- Comp time may be accrued from November 15th through April 15th of each year and must be used between April 16th and November 14th. Comp time is not usable November 15th through April 15th.
- Personnel may accrue up to 40 hours (maximum) of comp time each winter season.
- Comp time will be accrued and used in multiples of eight (8) hours, other than remaining yearly balance.
- Employees working eight (8) hours of time and one-half shall be credited with twelve (12) hours of comp time.
- Employees working eight (8) hours of double time shall be credited with sixteen (16) hours of comp time.
- On November 15th of each year, all comp time accruals will be set back to zero (0). Comp hours cannot be carried over into the next season. Every attempt will be made to use accrued comp time prior to November 14th.
- Comp time will be managed by an Airport Supervisor.
- Comp time requests and approvals will be made in writing following the same guidelines used in vacation scheduling, i.e. - minimum five (5) day prior request, approval by seniority, etc.
- Use of comp time will be granted based on the Airport's operational needs.

- Comp time earned before termination of the agreement must be used 'not later than November 14th of the year of termination.
- The comp time option is available to regular permanent full time employees only.
- The ability to accrue and use comp time will only be available to those employees that have used six (6) or less sick days between January 1st and November 15th.
- Employee will forgo unused comp time if terminated or otherwise leaves employment.
- All issues will be resolved through the employee's immediate supervisor and Union steward.
- Unresolved comp time issues may be appealed to the Airport Director and the Local Union President. The decision of the Director and President shall be final and shall not be subject to the Grievance and Arbitration Procedure.

ARTICLE XXXVIII – TRAVEL ALLOWANCE

Travel allowance shall be subject to City Ordinances.

ARTICLE XXXIX– CONSULTATION

A representative of the Union may meet with the Airport Director or his/her designee, once a month to discuss matters of mutual concern, including those matters necessary to the implementation of this Agreement. If there is to be a meeting, a written agenda shall be submitted by the Airport Director to the Union or his/her designee, no less than five days before the scheduled meeting. At the discretion of the Union, additional matters for discussion may be placed on the agenda. Nothing contained herein shall prevent the Airport Director, or his/her designee, and the Union from meeting on a less frequent basis on mutual agreement.

Nothing contained herein shall prevent the Union from consulting with the Airport Director or his/her designee at any time, if matters of mutual concern arise of an urgent or emergency nature.

ARTICLE XXXX – EMPLOYEES INJURED IN LINE OF DUTY

1. The parties agree to be bound by Section 18-47 of the City Ordinances, entitled, “Employees Injured in the Line of Duty”, as it may be amended from time to time.

ARTICLE XXXXI – EFFECT OF AGREEMENT

This instrument constitutes the entire Agreement of the City and the Union, arrived at as a result of collective bargaining negotiations, except such amendments hereto as shall have been reduced in writing and signed by the parties.

ARTICLE XXXXII - DURATION AND TERMINATION

1. This agreement shall be in full force and effect from July 1, 2015 to and including June 30, 2015 and shall automatically renew itself from year to year thereafter unless, prior to December 1, 2015, or any succeeding anniversary of such date, either party serves written notice on the other party that changes are desired therein or that it desires to terminate the agreement.

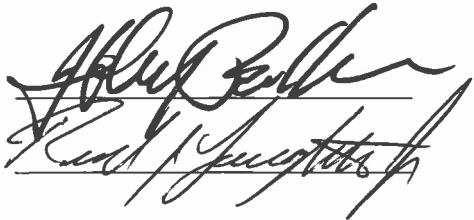
ARTICLE XXXXIII- HEALTH BENEFITS AND SALARY INCREASES

1. Should, subsequent to January 1, 2012, any other bargaining unit within the City of Manchester, new Hampshire negotiate health care benefits set forth in Article XX paragraph 1 and Article XX paragraph 5 of this agreement which are more favorable than the health care benefits contained in Article XX paragraph 1 and Article XX paragraph 5 the Teamsters Union Local No. 633 of N.H. (Airport Authority) shall be entitled to receive the more favorable benefits.

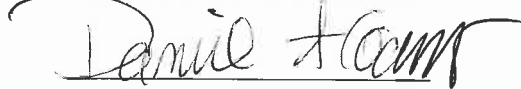
2. Should, subsequent to January 1, 2012, any other bargaining unit within the City of Manchester, New Hampshire negotiate wage rate increases for the years set forth in Article XI paragraphs 3.1 and 3.2 of this agreement which are more favorable than the Salary Schedule increases contained in Article XI paragraphs 3.1 and 3.2 of this agreement, Teamsters Union Local No. 633 of N.H. (Airport Authority) shall be entitled to receive the more favorable Salary Schedule increases for those years.

This agreement is formally agreed to and signed this date: _____

TEAMSTERS LOCAL 633 OF NH



CITY OF MANCHESTER
NEGOTIATING COMMITTEE



MEMORANDUM OF UNDERSTANDING
BETWEEN
CITY OF MANCHESTER, AVIATION DEPARTMENT
AND
TEAMSTERS UNION LOCAL 633, N.H.
FINGERPRINTING OF EMPLOYEES

Whereas, the Aviation Security Improvement Act of 1990 (ASIA) has been enacted by the federal congress and signed into law; and,

Whereas, the Federal Aviation Administration (FAA) is expected to issue rules in 1992 pursuant to ASIA relating to criminal background investigations for employees with unescorted access to air carrier aircraft and other secured areas; and,

Whereas, the FAA is expected to request the Federal Bureau of Investigation (FBI) to conduct criminal history record checks for affected employees; and,

Whereas, the American Association of Airport Executives (AAAE) has recommended that Airport Operators begin to fingerprint employees in preparation for the anticipated FBI criminal history record checks; and,

Whereas, the City of Manchester, Aviation Department (Department) would like to fingerprint affected employees in the near future in association with the issuance of employee identification badges; and,

Whereas, the Department pledges to keep the fingerprints in a secure, locked place until such time as they are delivered to the FBI or another agency designated by the FAA and further that the Department will destroy the fingerprints if for any reason the criminal history records checks are not conducted; now,

Therefore, Teamsters Union Local 633 of NH hereby agrees that the Department may fingerprint affected employees in accordance with the reasons and the commitments stated above.

Agreed to this 21st day of October, 1991.

TEAMSTERS UNION LOCAL 633 OF NH

CITY OF MANCHESTER,
AVIATION DEPARTMENT

BY: _____

BY: _____

WITNESS: _____

WITNESS: _____

Employee Development Appeals Process

Only employees who are denied a merit step increase on their anniversary date of position due to a sub-standard performance evaluation may file an appeal. All appeals shall be initially filed with the employee's department head. Any employees receiving a satisfactory performance evaluation shall not have the right to appeal or grieve their evaluation, their pay step or the supervisor's comments. In the event that there is a disagreement between the employee and his/her supervisor over the EDP goals, the employee, after discussing the disagreement with the Department Head or his/her designee may with the concurrence of the Union, file a grievance.

If the department head rules in the employee's favor, the employee shall receive his/her merit step as of their anniversary date of the right to appeal the decision to the city-wide appeals committee. If the department head rules against the employee, the employee shall have thirty (30) days from the date of denial by their department head to file an appeal with the Human Resources Director or their right to appeal shall be forfeited.

An appeals committee shall be comprised of the following representatives:

- Two union representatives appointed by the unions (with two alternates).
 - One department head (with one alternate).
 - One non-affiliated (with one alternate).
 - An independent neutral party to act as tie breaker. This person to be selected through agreement between the City and the unions. If no decision can be reached, the neutral shall be appointed by the P.E.L.R.B. Any costs associated with the neutral party hearing appeals shall be borne half by the City and half proportionally split amongst the unions whose members are appealing. The unions shall not be responsible for any costs incurred in appeal hearings from non-affiliated employees.
 - The Human Resources Director as non-voting chairman to provide staff resources.
- Members cannot sit in on appeals where the appellant is a member of the same department or union.

Terms of the members on this committee shall be staggered with two (2) year terms and members cannot serve more than two consecutive terms. Members must take at least one year off after serving two terms before being allowed to serve on the committee again. Alternates shall have no term limitations.

Unless agreed to by the appellant and the Human Resources Director the committee shall have sixty (60) days from receipt of the appeal to conduct a hearing on the matter.

The committee shall have thirty (30) days to render a decision on the matter.

A majority vote shall rule and all decisions are final, binding and non-grieveable. A decision favorable to the employee means the employee shall receive their merit step effective (including retro-active pay) to their date of position. Evaluation step increases will stop when an employee reaches Step 13 on the included pay matrix.

The provisions of this Article shall expire on the last day of this Agreement, provided that any employee denied a merit pay increase during the duration of this agreement shall be entitled to an appeal under this Article.

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CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2015) - 1%

GRADE		2015			2015			2015			2015			2015			2015			2015			2015			2015		
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP AL1	STEP AL2	2015	2015	2015	2015	2015	2015	2015	2015	2015	2015		
GRADE 1	Ex	14,464.47	14,898.43	15,345.35	15,805.73	16,279.91	16,768.30	17,271.36	17,789.49	18,323.17	18,872.86	19,439.07	20,022.25	20,622.91	21,241.58	21,878.83												
	H	7.03	7.23	7.45	7.69	7.91	8.13	8.39	8.64	8.90	9.17	9.44	9.73	10.03	10.32	10.63												
	O	10.545	10.845	11.175	11.535	11.865	12.195	12.585	12.960	13.350	13.755	14.160	14.595	15.045	15.480	15.945												
GRADE 1A	Ex	14,970.74	15,419.87	15,882.43	16,358.94	16,849.69	17,355.17	17,875.86	18,412.13	18,964.50	19,533.42	20,119.43	20,723.02	21,344.69	21,985.03	22,644.58												
	H	7.20	7.41	7.64	7.87	8.11	8.34	8.60	8.87	9.11	9.38	9.67	9.98	10.26	10.58	10.89												
	O	10.800	11.115	11.460	11.805	12.165	12.510	12.900	13.305	13.665	14.070	14.505	14.970	15.390	15.870	16.335												
GRADE 2	Ex	15,476.99	15,941.29	16,419.56	16,912.14	17,419.51	17,942.10	18,480.32	19,034.73	19,605.80	20,193.96	20,799.79	21,423.78	22,066.50	22,728.49	23,410.35												
	H	7.42	7.68	7.89	8.13	8.38	8.63	8.91	9.17	9.44	9.73	10.03	10.32	10.63	10.94	11.27												
	O	11.130	11.520	11.835	12.195	12.570	12.945	13.365	13.755	14.160	14.595	15.045	15.480	15.945	16.410	16.905												
GRADE 2A	Ex	16,018.69	16,499.26	16,994.23	17,504.05	18,029.18	18,570.03	19,127.14	19,700.97	20,292.01	20,900.74	21,527.78	22,173.62	22,838.84	23,523.98	24,229.71												
	H	7.73	7.94	8.18	8.42	8.68	8.94	9.20	9.47	9.76	10.06	10.35	10.68	10.99	11.31	11.64												
	O	11.595	11.910	12.270	12.630	13.020	13.410	13.800	14.205	14.640	15.090	15.525	16.020	16.485	16.965	17.460												
GRADE 3	Ex	16,560.38	17,057.18	17,568.92	18,096.00	18,638.85	19,198.02	19,773.97	20,367.20	20,978.23	21,607.55	22,255.79	22,923.44	23,611.15	24,319.48	25,049.09												
	H	7.97	8.20	8.45	8.72	8.97	9.24	9.50	9.80	10.10	10.38	10.72	11.04	11.36	11.68	12.04												
	O	11.955	12.300	12.675	13.080	13.455	13.860	14.250	14.700	15.150	15.570	16.080	16.560	17.040	17.520	18.060												
GRADE 3A	Ex	17,139.99	17,654.19	18,183.84	18,729.35	19,291.24	19,869.94	20,466.05	21,080.03	21,712.45	22,363.82	23,034.74	23,725.78	24,437.54	25,170.65	25,925.78												
	H	8.23	8.48	8.75	9.01	9.28	9.55	9.86	10.15	10.43	10.77	11.09	11.42	11.78	12.12	12.47												
	O	12.345	12.720	13.125	13.515	13.920	14.325	14.790	15.225	15.645	16.155	16.635	17.130	17.670	18.180	18.705												
GRADE 4	Ex	17,719.60	18,251.21	18,798.73	19,362.69	19,943.57	20,541.87	21,158.16	21,792.87	22,446.67	23,120.08	23,813.68	24,528.08	25,263.94	26,021.85	26,802.49												
	H	8.53	8.81	9.05	9.33	9.60	9.90	10.19	10.47	10.81	11.15	11.46	11.83	12.17	12.52	12.91												
	O	12.795	13.215	13.575	13.995	14.400	14.850	15.285	15.705	16.215	16.725	17.190	17.745	18.255	18.780	19.365												
GRADE 4A	Ex	18,339.81	18,889.98	19,456.70	20,040.41	20,641.62	21,260.86	21,898.68	22,555.62	23,232.32	23,929.27	24,647.13	25,386.56	26,148.17	26,932.64	27,740.61												
	H	8.82	9.09	9.36	9.63	9.95	10.22	10.54	10.85	11.19	11.52	11.87	12.23	12.57	12.97	13.34												
	O	13.230	13.635	14.040	14.445	14.925	15.330	15.810	16.275	16.785	17.280	17.805	18.345	18.855	19.455	20.010												
GRADE 5	Ex	18,959.98	19,528.76	20,114.66	20,718.09	21,339.62	21,979.83	22,639.21	23,318.41	24,017.95	24,738.47	25,480.63	26,245.05	27,032.42	27,843.39	28,678.68												
	H	9.13	9.39	9.67	9.98	10.26	10.58	10.89	11.22	11.55	11.90	12.26	12.61	13.01	13.38	13.80												
	O	13.695	14.085	14.505	14.970	15.390	15.870	16.335	16.830	17.325	17.850	18.390	18.915	19.515	20.070	20.700												
GRADE 5A	Ex	19,623.58	20,212.28	20,818.65	21,443.23	22,086.51	22,749.11	23,431.60	24,134.54	24,858.57	25,604.33	26,372.47	27,163.62	27,978.54	28,817.91	29,682.44												
	H	9.43	9.74	10.04	10.33	10.65	10.97	11.29	11.62	11.98	12.35	12.71	13.09	13.48	13.89	14.30												
	O	14.145	14.610	15.060	15.495	15.975	16.455	16.935	17.430	17.970	18.525	19.065	19.635	20.220	20.835	21.450												
GRADE 6	Ex	20,287.17	20,895.79	21,522.67	22,168.35	22,833.39	23,518.41	24,223.98	24,950.70	25,699.20	26,470.19	27,264.28	28,082.22	28,924.66	29,792.40	30,686.19												
	H	9.77	10.08	10.36	10.69	11.00	11.32	11.65	12.01	12.38	12.74	13.12	13.53	13.92	14.33	14.80												
	O	14.655	15.120	15.540	16.035	16.500	16.980	17.475	18.015	18.570	19.110	19.680	20.295	20.880	21.495	22.200												
GRADE 6A	Ex	20,997.24	21,627.16	22,275.96	22,944.24	23,632.59	24,341.55	25,071.81	25,823.95	26,598.65	27,396.63	28,218.55	29,065.08	29,937.04	30,835.17	31,760.21												
	H	10.10	10.39	10.73	11.05	11.38	11.72	12.07	12.43	12.81	13.18	13.59	13.98	14.40	14.86	15.29												
	O	15.150	15.585	16.095	16.575	17.070	17.580	18.105	18.645	19.215	19.770	20.385	20.970	21.600	22.290	22.935												
GRADE 7	Ex	21,707.29	22,358.51	23,029.27	23,720.15	24,431.74	25,164.34	25,919.64	26,697.21	27,498.14	28,323.09	29,172.78	30,047.96	30,949.39	31,877.89	32,834.22												
	H	10.42	10.76	11.09	11.42	11.77	12.12	12.47	12.85	13.22	13.65	14.05	14.47	14.91	15.34	15.80												
	O	15.630	16.140	16.635	17.130	17.655	18.180	18.705	19.275	19.830	20.475	21.075	21.705	22.365	23.010	23.700												
GRADE 7A	Ex	22,467.05	23,141.07	23,835.29	24,550.34	25,286.85	26,045.44	26,826.84	27,631.62	28,460.58	29,314.39	30,193.83	31,099.67	32,032.63	32,993.62	33,983.41												
	H	10.80	11.15	11.46	11.83	12.18	12.53	12.93	13.30	13.70	14.12	14.53	14.97	15.40	15.87	16.35												
	O	16.200	16.725	17.190	17.745	18.270	18.795	19.395	19.950	20.550	21.180	21.795	22.455	23.100	23.805	24.525												
GRADE 8	Ex	23,226.81	23,923.60	24,641.32	25,380.55	26,141.98	26,926.24	27,734.01	28,566.04	29,423.02	30,305.72	31,214.86	32,151.35	33,115.85	34,109.34	35,132.62												
	H	11.18	11.51	11.86	12.22	12.56	12.96	13.34	13.74	14.16	14.58	15.03	15.45	15.95	16.41	16.91												

CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2015) - 1%

GRADE	2015 STEP 1	2015 STEP 2	2015 STEP 3	2015 STEP 4	2015 STEP 5	2015 STEP 6	2015 STEP 7	2015 STEP 8	2015 STEP 9	2015 STEP 10	2015 STEP 11	2015 STEP 12	2015 STEP 13	2015 STEP AL1	2015 STEP AL2
O	16,770	17,265	17,790	18,330	18,840	19,440	20,010	20,610	21,240	21,870	22,545	23,175	23,925	24,615	25,365
GRADE 8A Ex (6FA) H	24,039.72	24,760.94	25,503.75	26,268.87	27,056.94	27,868.66	28,704.69	29,565.85	30,452.82	31,366.40	32,307.41	33,276.62	34,274.95	35,303.18	36,362.26
O	17,310	17,835	18,390	18,915	19,530	20,085	20,715	21,330	21,975	22,635	23,295	24,030	24,720	25,515	26,250
GRADE 9 Ex (6G0) H	24,852.69	25,598.28	26,366.22	27,157.19	27,971.92	28,811.05	29,675.39	30,565.65	31,482.63	32,427.11	33,399.91	34,401.92	35,433.97	36,496.99	37,591.91
O	17,925	18,510	19,050	19,620	20,205	20,820	21,435	22,095	22,770	23,460	24,165	24,870	25,635	26,370	27,195
GRADE 9A Ex (6GA) H	25,722.54	26,494.19	27,289.03	28,107.68	28,950.92	29,819.44	30,714.06	31,635.46	32,584.51	33,562.06	34,568.91	35,605.99	36,674.18	37,774.35	38,907.63
O	18,570	19,110	19,680	20,295	20,880	21,495	22,200	22,845	23,550	24,225	24,945	25,725	26,445	27,270	28,095
GRADE 10 Ex (6H0) H	26,592.35	27,390.15	28,211.83	29,058.22	29,929.93	30,827.86	31,752.67	32,705.27	33,686.43	34,696.99	35,737.92	36,810.07	37,914.34	39,051.77	40,223.36
O	19,185	19,725	20,340	20,940	21,555	22,160	22,920	23,625	24,300	25,020	25,785	26,520	27,360	28,170	29,025
GRADE 10A Ex (6HA) H	27,523.10	28,348.79	29,199.25	30,075.24	30,977.49	31,906.81	32,864.01	33,849.96	34,865.44	35,911.40	36,988.76	38,098.40	39,241.35	40,418.57	41,631.14
O	19,830	20,490	21,090	21,720	22,380	23,025	23,730	24,405	25,140	25,890	26,700	27,495	28,320	29,145	30,045
GRADE 11 Ex (6I0) H	28,453.82	29,307.43	30,186.67	31,092.26	32,025.04	32,985.79	33,975.38	34,994.61	36,044.44	37,125.77	38,239.57	39,386.78	40,568.35	41,785.42	43,038.97
O	20,550	21,150	21,780	22,440	23,085	23,805	24,525	25,260	25,980	26,805	27,585	28,425	29,280	30,150	31,020
GRADE 11A Ex (6IA) H	29,449.69	30,333.22	31,243.19	32,180.49	33,145.92	34,140.28	35,164.50	36,219.43	37,305.99	38,425.21	39,577.94	40,765.29	41,988.24	43,247.89	44,545.32
O	21,255	21,885	22,560	23,205	23,955	24,645	25,425	26,175	26,970	27,750	28,590	29,445	30,330	31,245	32,175
GRADE 12 Ex (6J0) H	30,445.60	31,358.93	32,299.71	33,268.70	34,266.80	35,294.78	36,353.63	37,444.21	38,567.57	39,724.61	40,916.32	42,143.82	43,408.14	44,710.37	46,051.69
O	21,945	22,620	23,280	24,015	24,705	25,485	26,235	27,045	27,825	28,665	29,505	30,390	31,335	32,280	33,255
GRADE 12A Ex (6JA) H	31,511.18	32,456.56	33,430.25	34,433.12	35,466.09	36,530.10	37,625.99	38,754.77	39,917.41	41,114.96	42,348.43	43,618.85	44,927.44	46,275.23	47,663.49
O	22,725	23,400	24,120	24,840	25,605	26,340	27,150	27,975	28,815	29,670	30,585	31,485	32,415	33,390	34,380
GRADE 13 Ex (6K0) H	32,576.77	33,554.11	34,560.73	35,597.52	36,665.45	37,765.43	38,898.38	40,065.33	41,267.28	42,505.32	43,780.51	45,093.87	46,446.74	47,840.10	49,275.31
O	23,535	24,210	24,915	25,710	26,430	27,255	28,080	28,935	29,760	30,690	31,590	32,550	33,510	34,545	35,610
GRADE 13A Ex (6KA) H	33,716.98	34,728.48	35,770.36	36,843.45	37,948.75	39,087.22	40,259.82	41,467.63	42,711.65	43,993.00	45,312.78	46,672.21	48,072.33	49,514.52	50,999.95
O	24,300	25,035	25,815	26,565	27,390	28,200	29,055	29,925	30,810	31,755	32,700	33,660	34,695	35,760	36,825
GRADE 14 Ex (6L0) H	34,857.18	35,902.89	36,979.97	38,089.36	39,232.04	40,409.00	41,621.28	42,869.93	44,156.02	45,480.70	46,845.08	48,250.47	49,697.99	51,188.92	52,724.59
O	25,110	25,890	26,700	27,480	28,275	29,130	30,045	30,900	31,860	32,805	33,810	34,830	35,880	36,930	38,055
GRADE 14A Ex (6LA) H	36,077.17	37,159.48	38,274.26	39,422.48	40,605.17	41,823.29	43,078.03	44,370.38	45,701.48	47,072.52	48,484.69	49,939.23	51,437.38	52,980.55	54,569.96
O	25,980	26,820	27,600	28,440	29,295	30,180	31,080	31,995	32,970	33,960	34,980	36,030	37,080	38,205	39,390
GRADE 15 Ex (6M0) H	37,297.16	38,416.09	39,568.57	40,755.63	41,978.29	43,237.65	44,534.77	45,870.83	47,246.94	48,664.35	50,124.27	51,628.00	53,176.82	54,772.15	56,415.29
O	26,910	27,690	28,530	29,415	30,300	31,215	32,145	33,090	34,095	35,115	36,165	37,230	38,355	39,525	40,725
GRADE 15A Ex	38,602.56	39,760.64	40,953.45	42,182.07	43,447.52	44,750.95	46,093.49	47,476.30	48,900.58	50,367.59	51,878.62	53,434.98	55,038.02	56,689.17	58,389.83

CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2015) - 1%

GRADE		2015		2015		2015		2015		2015		2015		2015		2015		2015		2015		2015	
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20	STEP 21	STEP 22
GRADE 16	(6MA)	H	18.57	19.12	19.70	20.30	20.93	21.55	22.19	22.85	23.51	24.23	24.97	25.70	26.48	27.28	28.10	28.92	29.74	30.56	31.38	32.20	33.02
	O	27.855	28.680	29.550	30.450	31.395	32.325	33.285	34.275	35.265	36.345	37.455	38.550	39.720	40.920	42.150	43.400	44.650	45.900	47.150	48.400	49.650	50.900
GRADE 16	(6NO)	Ex	39,907.98	41,105.20	42,338.36	43,608.49	44,916.77	46,264.26	47,652.19	49,081.77	50,554.21	52,070.85	53,632.97	55,241.95	56,899.21	58,606.17	60,364.38	62,172.12	64,029.87	65,937.62	67,895.37	69,853.12	71,810.87
	H	19.20	19.77	20.39	20.99	21.61	22.26	22.92	23.59	24.33	25.07	25.81	26.58	27.38	28.18	29.02	29.86	30.70	31.54	32.38	33.22	34.06	34.90
GRADE 16A	(6NA)	O	28.800	29.655	30.585	31.485	32.415	33.390	34.380	35.385	36.495	37.605	38.715	39.870	41.070	42.270	43.530	44.840	46.150	47.460	48.770	50.080	51.390
	Ex	41,304.75	42,543.89	43,820.20	45,134.84	46,488.85	47,883.51	49,320.04	50,799.62	52,323.63	53,893.32	55,510.13	57,175.41	58,890.68	60,657.39	62,477.12	64,342.85	66,258.58	68,215.31	70,212.04	72,248.77	74,325.50	76,402.23
GRADE 16A	(6NA)	H	19.84	20.46	21.06	21.70	22.36	23.05	23.76	24.45	25.19	25.92	26.72	27.53	28.36	29.21	30.08	30.94	31.80	32.66	33.52	34.38	35.24
	O	29.760	30.690	31.590	32.550	33.540	34.575	35.640	36.675	37.785	38.880	40.080	41.295	42.540	43.815	45.120	46.440	47.760	49.080	50.400	51.720	53.040	54.360
GRADE 17	(6OO)	Ex	42,701.53	43,982.58	45,302.05	46,661.11	48,060.94	49,502.78	50,987.84	52,517.51	54,093.00	55,715.79	57,387.26	59,108.89	60,882.15	62,708.62	64,589.87	66,526.60	68,518.33	70,554.06	72,639.79	74,765.52	76,931.25
	H	20.53	21.16	21.79	22.43	23.12	23.83	24.53	25.26	26.03	26.81	27.59	28.42	29.27	30.16	31.06	31.96	32.86	33.76	34.66	35.56	36.46	37.36
GRADE 17	(6OO)	O	30.795	31.740	32.685	33.645	34.680	35.745	36.795	37.890	39.045	40.215	41.385	42.630	43.905	45.240	46.590	47.940	49.290	50.640	52.000	53.350	54.700
	Ex	44,196.10	45,521.95	46,887.62	48,294.25	49,743.06	51,235.36	52,772.43	54,355.59	55,986.27	57,665.87	59,395.82	61,177.69	63,013.02	64,903.43	66,850.52	68,853.17	70,911.32	73,024.07	75,191.82	77,324.57	79,517.32	81,763.07
GRADE 17A	(6OA)	H	21.25	21.88	22.55	23.23	23.93	24.63	25.37	26.15	26.91	27.71	28.58	29.42	30.30	31.24	32.17	33.10	34.03	34.96	35.89	36.82	37.75
	O	31.875	32.820	33.825	34.845	35.895	36.945	38.055	39.225	40.365	41.565	42.870	44.130	45.450	46.860	48.255	49.640	51.020	52.400	53.780	55.160	56.540	57.920
GRADE 18	(6PO)	Ex	45,690.62	47,061.34	48,473.18	49,927.39	51,425.21	52,967.97	54,557.01	56,193.71	57,879.52	59,615.90	61,404.37	63,246.51	65,143.89	67,098.22	69,111.15	71,195.07	73,346.99	75,569.91	77,859.03	80,209.35	82,625.87
	H	21.97	22.63	23.30	24.00	24.71	25.46	26.25	27.02	27.85	28.70	29.56	30.45	31.35	32.30	33.28	34.28	35.28	36.28	37.28	38.28	39.28	40.28
GRADE 18	(6PO)	O	32.955	33.945	34.950	36.000	37.065	38.190	39.375	40.530	41.775	43.050	44.340	45.675	47.025	48.450	49.920	51.430	52.980	54.570	56.190	57.840	59.520
	Ex	47,289.81	48,708.48	50,169.75	51,674.86	53,225.07	54,821.84	56,466.48	58,160.50	59,905.32	61,702.46	63,553.54	65,460.14	67,423.94	69,446.67	71,530.07	73,679.99	75,899.91	78,185.43	80,532.15	82,946.67	85,426.67	87,967.67
GRADE 18A	(6PA)	H	22.74	23.42	24.12	24.84	25.59	26.37	27.16	27.98	28.81	29.66	30.55	31.45	32.44	33.40	34.38	35.36	36.34	37.32	38.30	39.28	40.26
	O	34.110	35.130	36.180	37.260	38.385	39.555	40.740	41.970	43.215	44.490	45.825	47.175	48.660	50.100	51.570	53.090	54.660	56.270	57.920	59.610	61.330	63.090
GRADE 19	(6QO)	Ex	48,888.98	50,355.65	51,866.31	53,422.30	55,024.97	56,675.74	58,376.00	60,127.28	61,931.10	63,789.00	65,702.69	67,673.78	69,703.99	71,795.09	73,948.97	76,169.43	78,454.35	80,802.43	83,212.37	85,683.87	88,215.67
	H	23.50	24.21	24.95	25.68	26.45	27.27	28.09	28.91	29.80	30.67	31.62	32.55	33.53	34.55	35.56	36.56	37.56	38.56	39.56	40.56	41.56	42.56
GRADE 19	(6QO)	O	35.250	36.315	37.425	38.520	39.675	40.905	42.135	43.365	44.700	46.005	47.430	48.825	50.295	51.825	53.340	54.900	56.510	58.160	59.860	61.610	63.400
	Ex	50,600.08	52,118.09	53,681.62	55,292.08	56,950.85	58,659.39	60,419.13	62,231.75	64,098.68	66,021.63	68,002.28	70,042.36	72,143.62	74,307.92	76,537.16	78,830.16	81,187.76	83,609.76	86,096.96	88,649.16	91,267.16	93,940.16
GRADE 19A	(6QA)	H	24.35	25.10	25.83	26.60	27.41	28.21	29.05	29.94	30.85	31.77	32.70	33.69	34.71	35.76	36.82	37.88	38.94	39.99	41.05	42.11	43.17
	O	36.525	37.650	38.745	39.900	41.115	42.315	43.575	44.910	46.275	47.655	49.050	50.535	52.065	53.640	55.230	56.870	58.560	60.290	62.060	63.870	65.720	67.610
GRADE 20	(6RO)	Ex	52,311.19	53,880.50	55,496.92	57,161.87	58,876.72	60,643.02	62,462.32	64,336.19	66,266.26	68,254.24	70,301.88	72,410.92	74,583.27	76,820.77	79,125.38	81,496.98	83,934.58	86,438.18	88,997.78	91,618.38	94,299.98
	H	25.16	25.89	26.68	27.51	28.34	29.19	29.99	30.85	31.77	32.85	33.82	34.82	35.89	36.97	38.08	39.21	40.36	41.52	42.69	43.87	45.06	46.26
GRADE 20	(6RO)	O	37.740	38.835	40.020	41.265	42.510	43.785	45.075	46.455	47.820	49.275	50.730	52.230	53.835	55.455	57.120	58.840	60.610	62.430	64.300	66.220	68.190
	Ex	54,142.09	55,766.35	57,439.36	59,162.54	60,937.41	62,765.53	64,648.47	66,587.93	68,585.58	70,643.13	72,762.45	74,945.32	77,193.65	79,509.48	81,894.76	84,359.44	86,893.52	89,496.00	92,166.96	94,906.40	97,715.40	100,593.90
GRADE 20A	(6RA)	H	26.06	26.84	27.62	28.45	29.30	30.19	31.10	32.04	33.01	33.98	35.00	36.05	37.13	38.24	39.41	40.64	41.92	43.24	44.60	46.00	47.44
	O	39.090	40.260	41.430	42.675	43.950	45.285	46.650	48.060	49.515	50.970	52.500	54.075	55.695	57.360	59.115	60.920	62.770	64.670	66.610	68.600	70.640	72.730
GRADE 21	(6SO)	Ex	55,972.97	57,652.15	59,381.74	61,163.20	62,998.07	64,888.04	66,834.66	68,839.69	70,904.89	73,032.04	75,223.02	77,479.69	79,804.11	82,198.21	84,664.15	87,201.85	89,824.15	92,526.15	95,307.85	98,169.35	101,111.65
	H	26.90	27.71	28.57	29.41	30.29	31.23	32.16	33.11	34.12	35.12	36.16	37.26	38.39	39.54	40.71	41.95	43.24	44.58	45.96	47.38	48.84	50.34
GRADE 21A	(6SA)	O	40.350	41.565	42.855	44.115	45.435	46.845	48.240	49.665	51.180	52.680	54.240	55.890	57.585	59.310	61.065	62.860	64.700	66.580	68.500	70.460	72.470
	Ex	57,932.03	59,670.00	61,460.11	63,303.90	65,203.01	67,159.11	69,173.86	71,249.11	73,386.57	75,588.18	77,855.81	80,191.50	82,597.21	85,075.15	87,627.39	90,259.99	92,973.99	95,769.49	98,647.49	101,607.99	104,650.99	107,775.49
GRADE 21A	(6SA)	H	27.87	28.72	29.58	30.47	31.37	32.33	33.30	34.29	35.33	36.39	37.47	38.59	39.75	40.95	42.17	43.43	44.74	46.09	47.48	48.91	50.38
	O	41.805	43.080	44.370	45.705	47.055	48.495	49.950	51.435	52.995	54.585	56.205	57.885	59.625	61.425	63.255	65.120	67.020	68.960	70.940	72.960	75.020	77.120
GRADE 22	(6TO)	Ex	59,891.09	61,687.80	63,538.43	65,444.62	67,407.95	69,430.21	71,513.09	73,658.48	75,868.23	78,144.29	80,488.61	82,903.28	85,390.36	87,952.06	90,590.66	93,307.16	96,093.66	98,960.16	101,907.66	104,935.16	108,043.66
	H	28.80	29.65	30.54	31.44	32.43	33.39	34.37	35.43	36.48	37.60	38.71	39.87	41.08	42.30	43.59	44.94	46.34	47.78	49.26	50.78	52.34	53.94
GRADE 22A	(6TA)	O	43.200	44.475	45.810	47.160	48.645	50.085	51.555	53.145	54.720	56.400	58.065	59.805	61.620	63.450	65.385	67.420	69.550	71.770	74.080	76.480	78.970
	Ex	61,987.28	63,846.90	65,762.32	67,735.16	69,767.23	71,860.25	74,016.07	76,236.51	78,523.63	80,879.34	83,305.73	85,804.90	88,379.04	91,030.43	93,761.33	96,573.83	99,467.93	102,444.63	105,504.93	108,649.93	111,880.93	115,197.93
GRADE 22A	(6TA)	H	29.82	30.69	31.64	32.57	33.55	34.59	35.58	36.67	37.75	38.90	40.05	41.25	42.51	43.77	45.09	46.45	47.86	49.31	50.80	52.33	53.90
	O	44.730	46.035	47.460	48.855	50.325	51.885	53.370	55.005	56.625	58.350	60.075	61.875	63.765	65.655	67.655	69.765	71.900	74.060	76.340	78.650	81.000	83.430

CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2015) - 1%

GRADE	2015 STEP 1	2015 STEP 2	2015 STEP 3	2015 STEP 4	2015 STEP 5	2015 STEP 6	2015 STEP 7	2015 STEP 8	2015 STEP 9	2015 STEP 10	2015 STEP 11	2015 STEP 12	2015 STEP 13	2015 STEP AL1	2015 STEP AL2
GRADE 23 Ex (6U0) H	64,083.46	66,005.96	67,986.17	70,025.71	72,126.52	74,290.28	76,519.00	78,814.59	81,179.01	83,614.40	86,122.82	88,706.50	91,367.69	94,108.72	96,931.98
	30.78	31.75	32.68	33.67	34.69	35.73	36.80	37.89	39.04	40.20	41.41	42.64	43.95	45.24	46.61
	46.170	47.625	49.020	50.505	52.035	53.595	55.200	56.835	58.560	60.300	62.115	63.960	65.925	67.860	69.915
GRADE 23A Ex (6UA) H	66,326.38	68,316.19	70,365.66	72,476.63	74,650.93	76,890.48	79,197.17	81,573.08	84,020.29	86,540.89	89,137.12	91,811.22	94,565.55	97,402.53	100,324.62
	31.88	32.85	33.82	34.83	35.91	36.98	38.09	39.23	40.41	41.60	42.85	44.15	45.48	46.84	48.24
	47.820	49.275	50.730	52.245	53.865	55.470	57.135	58.845	60.615	62.400	64.275	66.225	68.220	70.260	72.360
GRADE 24 Ex (6V0) H	68,569.30	70,626.38	72,745.20	74,927.55	77,175.36	79,490.63	81,875.32	84,331.60	86,861.56	89,467.42	92,151.41	94,915.95	97,763.44	100,696.34	103,717.23
	32.97	33.95	34.98	36.02	37.11	38.22	39.37	40.56	41.77	43.01	44.30	45.66	47.02	48.43	49.87
	49.455	50.925	52.470	54.030	55.665	57.330	59.065	60.840	62.655	64.515	66.450	68.490	70.530	72.645	74.805
GRADE 24A Ex (6VA) H	70,969.25	73,098.33	75,291.27	77,550.00	79,876.51	82,272.79	84,740.98	87,283.19	89,901.70	92,598.74	95,376.69	98,238.02	101,185.15	104,220.71	107,347.35
	34.13	35.14	36.18	37.28	38.41	39.56	40.73	41.96	43.23	44.53	45.86	47.23	48.64	50.11	51.61
	51.195	52.710	54.270	55.920	57.615	59.340	61.095	62.940	64.845	66.795	68.790	70.845	72.960	75.165	77.415
GRADE 25 Ex (6W0) H	73,369.17	75,570.23	77,837.34	80,172.46	82,577.64	85,055.00	87,606.61	90,234.80	92,941.89	95,730.11	98,602.02	101,560.09	104,606.89	107,745.08	110,977.43
	35.28	36.34	37.41	38.55	39.70	40.89	42.14	43.40	44.69	46.03	47.41	48.82	50.29	51.81	53.36
	52.920	54.510	56.115	57.825	59.550	61.335	63.210	65.100	67.035	69.045	71.115	73.230	75.435	77.715	80.040
GRADE 25A Ex (6WA) H	75,937.09	78,215.21	80,561.62	82,978.51	85,467.87	88,031.87	90,672.85	93,393.03	96,194.84	99,080.68	102,053.11	105,114.69	108,268.13	111,516.16	114,861.64
	36.51	37.62	38.74	39.90	41.10	42.34	43.61	44.91	46.27	47.65	49.09	50.56	52.06	53.63	55.25
	54.765	56.430	58.110	59.850	61.650	63.510	65.415	67.365	69.405	71.475	73.635	75.840	78.090	80.445	82.875
GRADE 26 Ex (6X0) H	78,505.00	80,860.16	83,285.96	85,784.52	88,358.05	91,008.83	93,739.08	96,551.26	99,447.78	102,431.23	105,504.15	108,669.29	111,929.34	115,287.24	118,745.84
	37.75	38.90	40.05	41.25	42.50	43.76	45.08	46.42	47.82	49.26	50.72	52.25	53.82	55.42	57.10
	56.625	58.350	60.075	61.875	63.750	65.640	67.620	69.630	71.730	73.890	76.080	78.375	80.730	83.130	85.650
GRADE 26A Ex (6XA) H	81,252.69	83,690.27	86,200.98	88,787.01	91,450.60	94,245.12	97,019.94	99,930.55	102,928.46	106,016.31	109,196.80	112,472.68	115,846.90	119,322.30	122,901.95
	39.07	40.25	41.46	42.70	43.99	45.28	46.66	48.07	49.50	50.99	52.50	54.10	55.72	57.38	59.09
	58.605	60.375	62.190	64.050	65.985	67.920	69.990	72.105	74.250	76.485	78.750	81.150	83.580	86.070	88.635
GRADE 27 Ex (6Y0) H	84,000.35	86,520.36	89,115.98	91,789.45	94,543.13	97,379.43	100,300.81	103,309.85	106,409.12	109,601.39	112,889.46	116,276.12	119,764.44	123,357.34	127,058.07
	40.40	41.59	42.84	44.14	45.47	46.83	48.21	49.67	51.16	52.71	54.28	55.91	57.59	59.33	61.12
	60.600	62.385	64.260	66.210	68.205	70.245	72.315	74.505	76.740	79.065	81.420	83.865	86.385	88.995	91.680
GRADE 27A Ex (6YA) H	86,940.36	89,548.56	92,235.04	95,002.08	97,852.14	100,787.71	103,811.32	106,925.67	110,133.46	113,437.45	116,840.56	120,345.79	123,956.16	127,674.87	131,505.09
	41.81	43.04	44.33	45.69	47.06	48.47	49.90	51.42	52.96	54.52	56.18	57.86	59.60	61.38	63.22
	62.715	64.560	66.495	68.535	70.590	72.705	74.850	77.130	79.440	81.780	84.270	86.790	89.400	92.070	94.830
GRADE 28 Ex (6Z0) H	89,880.37	92,576.79	95,354.07	98,214.74	101,161.17	104,196.01	107,321.86	110,541.52	113,857.76	117,273.50	120,791.71	124,415.47	128,147.94	131,992.36	135,952.13
	43.21	44.51	45.84	47.22	48.63	50.09	51.60	53.15	54.75	56.41	58.11	59.85	61.63	63.49	65.39
	64.815	66.765	68.760	70.830	72.945	75.135	77.400	79.725	82.125	84.615	87.165	89.775	92.445	95.235	98.085
GRADE 28A Ex (6ZA) H	93,026.19	95,816.96	98,691.47	101,652.25	104,701.80	107,842.86	111,078.13	114,410.49	117,842.80	121,378.08	125,019.40	128,770.03	132,633.12	136,612.10	140,710.46
	44.72	46.09	47.46	48.87	50.34	51.86	53.41	55.01	56.65	58.35	60.11	61.90	63.77	65.68	67.65
	67.080	69.135	71.190	73.305	75.510	77.790	80.115	82.515	84.975	87.525	90.165	92.850	95.655	98.520	101.475
GRADE 29 Ex (600) H	96,171.99	99,057.16	102,028.89	105,089.75	108,242.44	111,489.70	114,834.41	118,279.42	121,827.81	125,482.65	129,247.14	133,124.53	137,118.29	141,231.84	145,468.77
	46.26	47.64	49.07	50.55	52.05	53.62	55.24	56.89	58.61	60.36	62.18	64.01	65.95	67.92	69.96
	69.390	71.460	73.605	75.825	78.075	80.430	82.860	85.335	87.915	90.540	93.270	96.015	98.925	101.880	104.940
GRADE 29A Ex (60A) H	99,538.01	102,524.15	105,599.89	108,767.90	112,030.92	115,391.85	118,853.62	122,419.21	126,091.78	129,874.56	133,770.77	137,783.91	141,917.43	146,174.96	150,560.17
	47.85	49.30	50.77	52.30	53.88	55.49	57.17	58.88	60.64	62.45	64.34	66.26	68.25	70.29	72.42
	71.775	73.950	76.155	78.450	80.820	83.235	85.755	88.320	90.960	93.675	96.510	99.390	102.375	105.435	108.630
GRADE 30 Ex (610) H	102,904.01	105,991.17	109,170.89	112,446.04	115,819.39	119,293.98	122,872.80	126,558.99	130,355.75	134,266.45	138,294.42	142,443.26	146,716.54	151,118.07	155,651.61
	49.45	50.95	52.47	54.08	55.69	57.36	59.06	60.87	62.67	64.58	66.51	68.49	70.56	72.67	74.85
	74.175	76.425	78.705	81.120	83.535	86.040	88.590	91.305	94.005	96.870	99.765	102.735	105.840	109.005	112.275

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GRADE	2015 STEP 1	2015 STEP 2	2015 STEP 3	2015 STEP 4	2015 STEP 5	2015 STEP 6	2015 STEP 7	2015 STEP 8	2015 STEP 9	2015 STEP 10	2015 STEP 11	2015 STEP 12	2015 STEP 13	2015 STEP AL1	2015 STEP AL2
GRADE 30A (61A)	Ex 106,505.66 51.21 76.815	H 109,700.86 52.76 79.140	O 112,991.87 54.35 81.525	116,381.64 55.97 83.955	119,873.10 57.67 86.505	123,469.28 59.39 89.085	127,173.35 61.17 91.755	130,988.56 63.01 94.515	134,918.22 64.88 97.320	138,965.76 66.84 100.260	143,134.73 68.84 103.260	147,428.77 70.90 106.350	151,851.63 73.04 109.560	155,407.18 75.21 112.815	161,099.39 77.48 116.220
GRADE 31 (620)	Ex 110,107.33 52.95 79.425	H 113,410.56 54.51 81.765	O 116,812.87 56.16 84.240	120,317.26 57.84 86.760	123,926.77 59.57 89.355	127,644.58 61.36 92.040	131,473.91 63.20 94.800	135,418.12 65.10 97.650	139,480.68 67.05 100.575	143,665.09 69.08 103.620	147,975.03 71.17 106.755	152,414.16 73.30 109.950	156,986.72 75.48 113.220	161,696.31 77.75 116.625	166,547.21 80.06 120.090
GRADE 31A (62A)	Ex 113,961.09 54.79 82.185	H 117,379.91 56.44 84.660	O 120,901.30 58.14 87.210	124,528.35 59.89 89.835	128,264.19 61.67 92.505	132,112.12 63.53 95.295	136,075.47 65.44 98.160	140,157.75 67.38 101.070	144,362.48 69.42 104.130	148,693.38 71.49 107.235	153,154.15 73.65 110.475	157,748.79 75.85 113.775	162,481.27 78.14 117.210	167,355.70 80.48 120.720	172,376.37 82.88 124.320
GRADE 32 (630)	Ex 117,814.85 56.63 84.945	H 121,349.28 58.33 87.495	O 124,989.75 60.10 90.150	128,739.46 61.89 92.835	132,601.63 63.76 95.640	136,579.69 65.67 98.505	140,677.06 67.64 101.460	144,897.38 69.67 104.505	149,244.31 71.76 107.640	153,721.65 73.90 110.850	158,333.27 76.13 114.195	163,083.28 78.43 117.645	167,975.78 80.76 121.140	173,015.07 83.21 124.815	178,205.50 85.70 128.550
GRADE 32A (63A)	Ex 121,938.34 58.63 87.945	H 125,596.51 60.40 90.600	O 129,364.42 62.23 93.345	133,245.34 64.07 96.105	137,242.71 65.99 98.985	141,359.98 67.98 101.970	145,600.79 70.03 105.045	149,968.80 72.10 108.150	154,467.85 74.28 111.420	159,101.89 76.50 114.750	163,874.94 78.80 118.200	168,791.19 81.16 121.740	173,854.94 83.60 125.400	179,070.60 86.12 129.180	184,442.69 88.71 133.065
GRADE 33 (640)	Ex 126,061.86 60.60 90.900	H 129,843.74 62.42 93.630	O 133,739.05 64.32 96.480	137,751.20 66.24 99.360	141,883.75 68.23 102.345	146,140.25 70.27 105.405	150,524.47 72.39 108.585	155,040.18 74.55 111.825	159,691.40 76.78 115.170	164,482.13 79.08 118.620	169,416.64 81.47 122.205	174,499.09 83.92 125.880	179,734.11 86.43 129.645	185,126.11 89.01 133.515	190,679.89 91.68 137.520
GRADE 33A (64A)	Ex 130,474.03 62.71 94.065	H 134,388.27 64.62 96.930	O 138,419.92 66.55 99.825	142,572.51 68.55 102.825	146,849.69 70.61 105.915	151,255.17 72.72 109.080	155,792.80 74.90 112.350	160,466.58 77.14 115.710	165,280.60 79.47 119.205	170,239.05 81.84 122.760	175,346.20 84.31 126.465	180,606.59 86.86 130.290	186,024.79 89.45 134.175	191,605.52 92.11 138.165	197,353.69 94.88 142.320
GRADE 34 (650)	Ex 134,886.18 64.84 97.260	H 138,932.81 66.79 100.185	O 143,100.78 68.81 103.215	147,393.80 70.85 106.275	151,815.60 73.00 109.500	156,370.10 75.18 112.770	161,061.18 77.45 116.175	165,893.02 79.76 119.640	170,869.80 82.16 123.240	175,995.90 84.62 126.930	181,275.79 87.15 130.725	186,714.03 89.79 134.685	192,315.49 92.49 138.735	198,084.95 95.25 142.875	204,027.50 98.11 147.165
GRADE 34A (65A)	Ex 139,607.21 67.13 100.695	H 143,795.45 69.12 103.680	O 148,109.30 71.23 106.845	152,552.60 73.35 110.025	157,129.15 75.54 113.310	161,843.03 77.81 116.715	166,698.32 80.15 120.225	171,699.26 82.55 123.825	176,850.25 85.02 127.530	182,155.75 87.57 131.355	187,620.44 90.19 135.285	193,249.03 92.93 139.395	199,046.56 95.70 143.550	205,017.93 98.57 147.855	211,168.47 101.54 152.310
GRADE 35 (660)	Ex 144,328.22 69.40 104.100	H 148,658.07 71.48 107.220	O 153,117.83 73.63 110.445	157,711.37 75.83 113.745	162,442.70 78.12 117.180	167,315.99 80.46 120.690	172,335.46 82.86 124.290	177,505.52 85.36 128.040	182,830.68 87.90 131.850	188,315.61 90.56 135.840	193,965.11 93.27 139.905	199,783.99 96.06 144.090	205,777.57 98.96 148.440	211,950.87 101.93 152.895	218,309.40 104.99 157.485
GRADE 35A (66A)	Ex 149,379.72 71.82 107.730	H 153,861.14 73.98 110.970	O 158,476.94 76.19 114.285	163,231.26 78.48 117.720	168,128.20 80.82 121.230	173,172.04 83.26 124.890	178,367.20 85.76 128.640	183,718.21 88.34 132.510	189,229.76 90.99 136.485	194,906.65 93.71 140.565	200,753.90 96.53 144.795	206,776.45 99.41 149.115	212,979.78 102.39 153.585	219,369.17 105.45 158.175	225,950.24 108.63 162.945
GRADE 36 (670)	Ex 154,431.21 74.26 111.390	H 159,064.16 76.47 114.705	O 163,836.09 78.77 118.155	168,751.14 81.13 121.695	173,813.70 83.57 125.355	179,028.12 86.08 129.120	184,398.96 88.67 133.005	189,930.91 91.32 136.980	195,628.85 94.08 141.120	201,497.70 96.90 145.350	207,542.66 99.81 149.715	213,768.91 102.80 154.200	220,182.02 105.87 158.805	226,787.46 109.04 163.560	233,591.06 112.32 168.480
GRADE 36A (67A)	Ex 159,836.29 76.86 115.290	H 164,631.42 79.16 118.740	O 169,570.34 81.54 122.310	174,657.44 83.99 125.985	179,897.19 86.51 129.765	185,294.08 89.09 133.635	190,852.90 91.78 137.670	196,578.48 94.51 141.765	202,475.83 97.33 145.995	208,550.11 100.25 150.375	214,806.64 103.25 154.875	221,250.82 106.36 159.540	227,888.37 109.55 164.325	234,725.01 112.87 169.305	241,766.76 116.23 174.345

GRADE	2015			2015			2015			2015		
	STEP AL3	STEP AL4	STEP AL5	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7	STEP AL6	STEP AL7	STEP AL6	STEP AL7
GRADE 1	Ex	22,540.11	23,211.25	23,907.60	24,624.81	25,363.55						
	H	10.93	11.27	11.60	11.96	12.31						
	O	16.395	16.905	17.400	17.940	18.465						
GRADE 1A	Ex	23,329.02	24,023.64	24,744.35	25,486.71	26,251.29						
	H	11.21	11.55	11.90	12.26	12.61						
	O	16.815	17.325	17.850	18.390	18.915						
GRADE 2	Ex	24,117.93	24,836.04	25,581.13	26,348.56	27,138.99						
	H	11.62	11.95	12.32	12.68	13.06						
	O	17.430	17.925	18.480	19.020	19.590						
GRADE 2A	Ex	24,962.06	25,705.29	26,476.44	27,270.78	28,088.88						
	H	12.00	12.38	12.74	13.12	13.53						
	O	18.000	18.570	19.110	19.680	20.295						
GRADE 3 (6A0)	Ex	25,806.19	26,574.55	27,371.79	28,192.91	29,038.74						
	H	12.41	12.79	13.15	13.56	13.96						
	O	18.615	19.185	19.725	20.340	20.940						
GRADE 3A (6AA)	Ex	26,709.38	27,504.67	28,329.82	29,179.71	30,055.10						
	H	12.85	13.22	13.65	14.05	14.47						
	O	19.275	19.830	20.475	21.075	21.705						
GRADE 4 (6B0)	Ex	27,612.60	28,434.78	29,287.82	30,166.46	31,071.45						
	H	13.29	13.69	14.09	14.51	14.95						
	O	19.935	20.535	21.135	21.765	22.425						
GRADE 4A (6BA)	Ex	28,579.07	29,429.98	30,312.90	31,222.29	32,158.95						
	H	13.74	14.16	14.58	15.03	15.45						
	O	20.610	21.240	21.870	22.545	23.175						
GRADE 5 (6C0)	Ex	29,545.47	30,425.21	31,337.95	32,278.11	33,246.43						
	H	14.21	14.62	15.07	15.51	16.00						
	O	21.315	21.930	22.605	23.265	24.000						
GRADE 5A (6CA)	Ex	30,579.57	31,490.10	32,434.81	33,407.83	34,410.06						
	H	14.75	15.19	15.66	16.12	16.59						
	O	22.125	22.785	23.490	24.180	24.885						
GRADE 6 (6D0)	Ex	31,613.68	32,554.99	33,531.64	34,537.57	35,573.72						
	H	15.23	15.70	16.15	16.63	17.15						
	O	22.845	23.550	24.225	24.945	25.725						
GRADE 6A (6DA)	Ex	32,720.16	33,694.40	34,705.22	35,746.39	36,818.78						
	H	15.76	16.21	16.70	17.21	17.71						
	O	23.640	24.315	25.050	25.815	26.565						
GRADE 7 (6E0)	Ex	33,826.63	34,833.83	35,878.84	36,955.19	38,063.87						
	H	16.26	16.75	17.25	17.78	18.30						
	O	24.390	25.125	25.875	26.670	27.450						
GRADE 7A (6EA)	Ex	35,010.56	36,053.04	37,134.59	38,248.63	39,396.12						
	H	16.84	17.32	17.87	18.39	18.95						
	O	25.260	25.980	26.805	27.585	28.425						
GRADE 8 (6F0)	Ex	36,194.50	37,272.20	38,390.36	39,542.07	40,728.34						
	H	17.42	17.94	18.45	19.01	19.59						

GRADE	2015		2015		2015		2015		2015	
	STEP AL3	STEP AL4	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL5	STEP AL6	STEP AL7	STEP AL7
	O	26,130	26,910	27,675	28,515	29,385				
GRADE 8A Ex	37,461.31	38,576.73	39,734.02	40,926.05	42,153.80					
(6FA) H	18.04	18.57	19.12	19.68	20.29					
O	27,060	27,855	28,680	29,520	30,435					
GRADE 9 Ex	38,728.12	39,881.26	41,077.69	42,310.02	43,579.32					
(6G0) H	18.67	19.25	19.80	20.41	21.01					
O	28,005	28,875	29,700	30,615	31,515					
GRADE 9A Ex	40,083.63	41,277.10	42,515.41	43,790.84	45,104.60					
(6GA) H	19.30	19.85	20.47	21.07	21.72					
O	28,950	29,775	30,705	31,605	32,580					
GRADE 10 Ex	41,439.12	42,672.93	43,953.12	45,271.69	46,629.86					
(6H0) H	19.92	20.52	21.14	21.77	22.42					
O	29,880	30,780	31,710	32,655	33,630					
GRADE 10A Ex	42,889.44	44,166.48	45,491.48	46,856.21	48,261.92					
(6HA) H	20.60	21.24	21.87	22.54	23.22					
O	30,900	31,860	32,805	33,810	34,830					
GRADE 11 Ex	44,339.81	45,660.04	47,029.83	48,440.74	49,893.95					
(6I0) H	21.32	21.97	22.63	23.30	24.00					
O	31,980	32,955	33,945	34,950	36,000					
GRADE 11A Ex	45,891.68	47,258.13	48,675.88	50,136.17	51,640.26					
(6IA) H	22.11	22.75	23.43	24.14	24.86					
O	33,165	34,125	35,145	36,210	37,290					
GRADE 12 Ex	47,443.60	48,856.26	50,321.91	51,831.58	53,386.54					
(6J0) H	22.82	23.49	24.20	24.94	25.67					
O	34,230	35,235	36,300	37,410	38,505					
GRADE 12A Ex	49,104.12	50,566.19	52,083.19	53,645.70	55,255.06					
(6JA) H	23.60	24.34	25.09	25.82	26.59					
O	35,400	36,510	37,635	38,730	39,885					
GRADE 13 Ex	50,753.56	52,276.18	53,844.43	55,459.79	57,123.59					
(6K0) H	24.43	25.17	25.90	26.68	27.51					
O	36,645	37,755	38,850	40,020	41,265					
GRADE 13A Ex	52,541.43	54,105.84	55,729.01	57,400.89	59,122.93					
(6KA) H	25.28	26.05	26.83	27.61	28.44					
O	37,920	39,075	40,245	41,415	42,660					
GRADE 14 Ex	54,318.18	55,935.52	57,613.58	59,341.99	61,122.24					
(6L0) H	26.15	26.91	27.71	28.55	29.40					
O	39,225	40,365	41,565	42,825	44,100					
GRADE 14A Ex	56,219.34	57,893.27	59,630.04	61,418.98	63,261.53					
(6LA) H	27.04	27.86	28.71	29.57	30.46					
O	40,560	41,790	43,065	44,355	45,690					
GRADE 15 Ex	58,120.44	59,850.99	61,646.53	63,495.93	65,400.80					
(6M0) H	27.97	28.80	29.65	30.54	31.44					
O	41,955	43,200	44,475	45,810	47,160					
GRADE 15A Ex	60,154.67	61,945.77	63,804.16	65,718.27	67,689.84					

GRADE	2015 STEP AL3	2015 STEP AL4	2015 STEP AL5	2015 STEP AL6	2015 STEP AL7
(6MA)	H	28.92	29.81	30.68	31.62
	O	43.380	44.715	46.020	47.430
GRADE 16	Ex	62,175.31	64,040.55	65,961.79	67,940.65
(6N0)	H	29.91	30.79	31.73	32.66
	O	44.865	46.185	47.595	48.990
GRADE 16A	Ex	64,365.48	66,281.99	68,270.43	70,318.56
(6NA)	H	30.99	31.90	32.88	33.86
	O	46.485	47.850	49.320	50.790
GRADE 17	Ex	66,542.09	68,523.40	70,579.10	72,696.48
(600)	H	32.01	32.97	33.95	34.97
	O	48.015	49.455	50.925	52.455
GRADE 17A	Ex	68,871.07	70,921.72	73,049.38	75,240.84
(60A)	H	33.12	34.13	35.14	36.18
	O	49.680	51.195	52.710	54.270
GRADE 18	Ex	71,200.04	73,320.07	75,519.66	77,785.24
(6P0)	H	34.27	35.31	36.37	37.45
	O	51.405	52.965	54.555	56.175
GRADE 18A	Ex	73,692.05	75,886.23	78,162.84	80,507.70
(6PA)	H	35.44	36.49	37.60	38.71
	O	53.160	54.735	56.400	58.065
GRADE 19	Ex	76,184.09	78,452.48	80,806.00	83,230.20
(6Q0)	H	36.64	37.74	38.89	40.04
	O	54.960	56.610	58.335	60.060
GRADE 19A	Ex	78,850.51	81,198.27	83,634.24	86,143.26
(6QA)	H	37.92	39.06	40.23	41.45
	O	56.880	58.590	60.345	62.175
GRADE 20	Ex	81,499.15	83,944.12	86,462.46	89,056.32
(6R0)	H	39.21	40.40	41.59	42.84
	O	58.815	60.600	62.385	64.260
GRADE 20A	Ex	84,370.03	86,882.15	89,488.63	92,173.29
(6RA)	H	40.59	41.80	43.03	44.32
	O	60.885	62.700	64.545	66.480
GRADE 21	Ex	87,223.13	89,820.21	92,514.80	95,290.24
(6S0)	H	41.94	43.21	44.51	45.84
	O	62.910	64.815	66.765	68.760
GRADE 21A	Ex	90,275.92	92,963.92	95,752.84	98,625.42
(6SA)	H	43.43	44.72	46.07	47.45
	O	65.145	67.080	69.105	71.175
GRADE 22	Ex	93,328.77	96,107.61	98,990.84	101,960.56
(6T0)	H	44.89	46.25	47.61	49.04
	O	67.335	69.375	71.415	73.560
GRADE 22A	Ex	96,595.27	99,471.38	102,455.52	105,529.20
(6TA)	H	46.43	47.83	49.27	50.74
	O	69.645	71.745	73.905	76.110

GRADE	2015			2015			2015			2015		
	STEP AL3	STEP AL4	STEP AL5	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7	STEP AL3	STEP AL4	STEP AL5	STEP AL6
GRADE 23	Ex	99,861.76	102,835.14	105,920.22	109,097.81	112,370.74						
(6U0)	H	48.02	49.43	50.93	52.44	54.06						
	O	72.030	74.145	76.395	78.660	81.090						
GRADE 23A	Ex	103,356.94	106,434.40	109,627.39	112,916.21	116,303.72						
(6UA)	H	49.69	51.18	52.73	54.30	55.93						
	O	74.535	76.770	79.095	81.450	83.895						
GRADE 24	Ex	106,852.10	110,033.62	113,334.61	116,734.67	120,236.69						
(6V0)	H	51.39	52.92	54.49	56.12	57.81						
	O	77.085	79.380	81.735	84.180	86.715						
GRADE 24A	Ex	110,591.92	113,884.78	117,301.34	120,820.38	124,445.01						
(6VA)	H	53.16	54.77	56.42	58.12	59.86						
	O	79.740	82.155	84.630	87.180	89.790						
GRADE 25	Ex	114,331.73	117,735.98	121,268.05	124,906.09	128,653.27						
(6W0)	H	54.96	56.60	58.30	60.06	61.86						
	O	82.440	84.900	87.450	90.090	92.790						
GRADE 25A	Ex	118,333.35	121,856.71	125,512.43	129,277.82	133,156.13						
(6WA)	H	56.90	58.62	60.37	62.20	64.02						
	O	85.350	87.930	90.555	93.300	96.030						
GRADE 26	Ex	122,334.94	125,977.47	129,756.79	133,649.49	137,658.98						
(6X0)	H	58.81	60.57	62.39	64.28	66.19						
	O	88.215	90.855	93.585	96.420	99.285						
GRADE 26A	Ex	126,616.67	130,386.71	134,298.30	138,327.23	142,477.07						
(6XA)	H	60.89	62.70	64.60	66.53	68.51						
	O	91.335	94.050	96.900	99.795	102.765						
GRADE 27	Ex	130,898.39	134,795.92	138,839.78	143,004.98	147,295.13						
(6Y0)	H	62.96	64.82	66.77	68.77	70.83						
	O	94.440	97.230	100.155	103.155	106.245						
GRADE 27A	Ex	135,479.83	139,513.75	143,699.17	148,010.15	152,450.46						
(6YA)	H	65.12	67.09	69.09	71.19	73.32						
	O	97.680	100.635	103.635	106.785	109.980						
GRADE 28	Ex	140,061.29	144,231.62	148,558.55	153,015.32	157,605.79						
(6Z0)	H	67.34	69.38	71.45	73.59	75.80						
	O	101.010	104.070	107.175	110.385	113.700						
GRADE 28A	Ex	144,963.44	149,279.72	153,758.13	158,370.86	163,121.99						
(6ZA)	H	69.68	71.78	73.92	76.15	78.44						
	O	104.520	107.670	110.880	114.225	117.660						
GRADE 29	Ex	149,865.59	154,327.86	158,957.68	163,726.38	168,638.17						
(600)	H	72.05	74.22	76.45	78.75	81.11						
	O	108.075	111.330	114.675	118.125	121.665						
GRADE 29A	Ex	155,110.85	159,729.31	164,521.17	169,456.81	174,540.51						
(60A)	H	74.59	76.81	79.12	81.50	83.96						
	O	111.885	115.215	118.680	122.250	125.940						
GRADE 30	Ex	160,356.16	165,130.78	170,084.70	175,187.22	180,442.86						
(610)	H	77.09	79.43	81.80	84.24	86.76						
	O	115.635	119.145	122.700	126.360	130.140						

GRADE	2015			2015			2015		
	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7				
GRADE 30A (61A)	Ex	165,968.62	170,910.35	176,037.67	181,318.80	186,758.35			
	H	79.80	82.19	84.64	87.16	89.80			
	O	119,700	123,285	126,960	130,740	134,700			
GRADE 31 (620)	Ex	171,581.10	176,689.94	181,990.63	187,450.34	193,073.87			
	H	82.48	84.97	87.52	90.13	92.85			
	O	123,720	127,455	131,280	135,195	139,275			
GRADE 31A (62A)	Ex	177,586.43	182,874.09	188,360.31	194,011.11	199,831.45			
	H	85.38	87.91	90.59	93.28	96.07			
	O	128,070	131,865	135,885	139,920	144,105			
GRADE 32 (630)	Ex	183,591.77	189,058.23	194,729.98	200,571.89	206,589.04			
	H	88.26	90.89	93.64	96.47	99.34			
	O	132,390	136,335	140,460	144,705	149,010			
GRADE 32A (63A)	Ex	190,017.46	195,675.27	201,545.51	207,591.91	213,819.66			
	H	91.35	94.11	96.93	99.83	102.82			
	O	137,025	141,165	145,395	149,745	154,230			
GRADE 33 (640)	Ex	196,443.19	202,292.30	208,361.06	214,611.89	221,050.26			
	H	94.44	97.26	100.19	103.19	106.30			
	O	141,660	145,890	150,285	154,785	159,450			
GRADE 33A (64A)	Ex	203,318.70	209,372.52	215,653.70	222,123.31	228,787.01			
	H	97.75	100.68	103.69	106.80	110.02			
	O	146,625	151,020	155,535	160,200	165,030			
GRADE 34 (650)	Ex	210,194.24	216,452.79	222,946.34	229,634.73	236,523.77			
	H	101.06	104.08	107.20	110.42	113.73			
	O	151,590	156,120	160,800	165,630	170,595			
GRADE 34A (65A)	Ex	217,551.01	224,028.61	230,749.47	237,671.95	244,802.12			
	H	104.59	107.71	110.94	114.28	117.70			
	O	156,885	161,565	166,410	171,420	176,550			
GRADE 35 (660)	Ex	224,907.81	231,604.46	238,552.60	245,709.15	253,080.45			
	H	108.14	111.36	114.71	118.16	121.69			
	O	162,210	167,040	172,065	177,240	182,535			
GRADE 35A (66A)	Ex	232,779.59	239,710.61	246,901.92	254,308.98	261,938.24			
	H	111.90	115.26	118.73	122.28	125.94			
	O	167,850	172,890	178,095	183,420	188,910			
GRADE 36 (670)	Ex	240,651.37	247,816.76	255,251.28	262,908.79	270,796.07			
	H	115.70	119.15	122.72	126.43	130.23			
	O	173,550	178,725	184,080	189,645	195,345			
GRADE 36A (67A)	Ex	249,074.16	256,490.35	264,185.05	272,110.60	280,273.91			
	H	119.72	123.31	127.02	130.82	134.75			
	O	179,580	184,965	190,530	196,230	202,125			